

UNIVERSITY OF CALIFORNIA

LAWRENCE LIVERMORE NATIONAL LABORATORY

2002

AFFIRMATIVE ACTION PROGRAM

FOR WOMEN, MINORITIES, INDIVIDUALS WITH
DISABILITIES, AND COVERED VETERANS



Administrative Report



Compliance Statement

University of California
Office of the President
April 1, 1999

University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment

It is the policy of the University not to engage in discrimination against or harassment of any person employed or seeking employment with the University of California on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran (recently separated veteran, special disabled veteran, Vietnam-era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized). This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a federal contractor, for minorities and women; for persons with disabilities; and for recently separated veterans, special disabled veterans, Vietnam-era veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The University commits itself to apply every good-faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with University standards of quality and excellence.

In conformance with federal regulations, written affirmative action plans shall be prepared and maintained by each campus of the University, by each Department of Energy Laboratory, by the Office of the President, and by the Division of Agriculture and Natural Resources. Such plans shall be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated.

This policy supersedes the University of California Nondiscrimination and Affirmative Action Policy Regarding Academic and Staff Employment, dated July 25, 1996.

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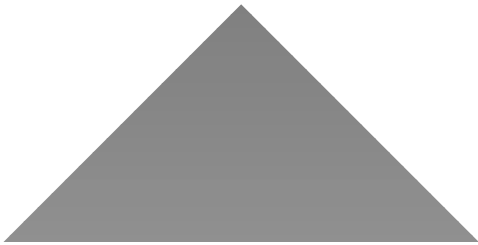
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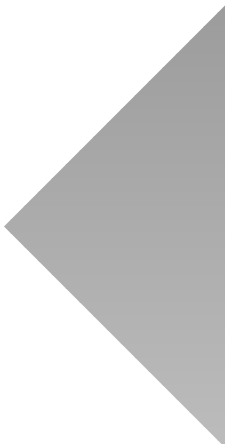
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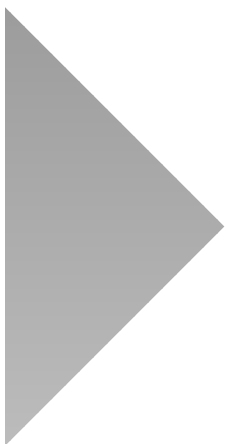
Affirmative Action Program



Executive Order 11246
Affirmative Action Program for
Minorities and Women



University of California
Lawrence Livermore National Laboratory
7000 East Avenue
Livermore, California 94550
2002



Ronald W. Cochran

Ronald W. Cochran
Laboratory Executive Officer and Laboratory Equal
Employment Opportunity Officer

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Director's Statement

This year, Lawrence Livermore National Laboratory celebrates its 50th anniversary. The Laboratory's responsibility has been to apply leading-edge science and technology to help meet the country's most pressing national-security needs in the post-World War II era. To meet these needs, Livermore has for 50 years depended on attracting exceptional people, drawn to the Laboratory by the chance to serve the nation and work in a collegial, attractive environment in which all employees have the opportunity to contribute to their fullest.

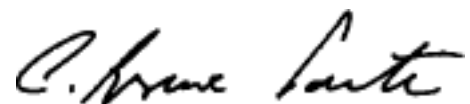
While our mission and need for a highly talented workforce have remained constant, two things have dramatically changed. First, the threats to the nation have changed dramatically—from Stalin acquiring the atomic bomb to the proliferation of weapons of mass destruction among nations and terrorists that hate America and democratic values. Our national-security research programs have shifted in emphasis accordingly.

Second, the United States has changed—changes that are reflected in a national workforce that continues to grow more diverse. The kind of intellectual and scientific talent that the Laboratory depends upon to fulfill our mission is being found more and more frequently among ethnic and racial minorities, women, people with disabilities, and individuals from other underrepresented groups. Making Livermore an attractive employer to talented individuals from all groups is critically important to the continuing success of the Laboratory.

Because of the importance of an exceptional, diverse workforce to Livermore's future, last year we commissioned, "Assessing the Workplace," a formal survey conducted by a leading survey firm. Questions focused on issues such as job satisfaction and work environment; growth opportunities, career development, and retention; diversity and equal opportunity; and overall management of the Laboratory. We will be implementing a set of recommendations developed by action teams that were tasked to study the survey's results and propose steps the Laboratory can take to improve the workplace.

Our preliminary findings from the survey are reflected in this Affirmative Action Plan, which describes many of the steps the Laboratory will take in the coming year to attract, retain, and employ women and minorities. Consistent with the regulations from the Office of Federal Contract Compliance Programs, the Affirmative Action Plan provides workforce analysis statistics, describes availabilities, sets goals, and identifies responsibility for carrying out specific actions. We believe the steps we are taking to be well thought-out, establishing a framework for the Laboratory to take affirmative, proactive steps to diversify the composition of our workforce.

Our Affirmative Action Plan both guides and gauges progress toward making Lawrence Livermore National Laboratory the employer of choice for all. But this plan does not tell the entire story. It is difficult to portray the dedication and commitment to being the best that all employees share, which is what makes the Laboratory—or any truly outstanding organization—successful. We strive to be the best—not only in mission-directed science and technology, but also the best in offering a quality workplace and seeking out an outstanding workforce that reflects the nation's rich diversity.



C. Bruce Tarter,
Director



Women and Minorities

Lawrence Livermore National Laboratory

2002 Affirmative Action Program

I. PURPOSE, POLICY, AND COMMITMENT (41 CFR §60-2.10)

Lawrence Livermore National Laboratory (LLNL) is operated by the University of California (UC) for the Department of Energy (DOE). At LLNL, our mission is to serve as a national resource in science, technology, and engineering with a focus in three areas: reducing the nuclear danger, harmonizing the economy and the environment, and exploring new frontiers in bioscience. In addition, we are working with industrial and academic partners to increase national economic competitiveness and to improve science.

LLNL's main facility is located on a one-square-mile site near Livermore, California, approximately 50 miles east of San Francisco. LLNL also operates two separate research facilities at remote locations: Site 300, approximately 15 miles east of Livermore, and the Nevada Test Site, located at Mercury, Nevada.

LLNL's principal source of funding is DOE, which contracts with UC to operate and manage the Laboratory. LLNL follows and administers the personnel policies and procedures established by UC pertaining to the employment relationship, except as modified by the Director of LLNL.

One of LLNL's most distinguishing features is its ability to integrate many areas of science, engineering, and management across program boundaries. LLNL uses this multidisciplinary, multi-program approach to achieve scientific problem solving.

At LLNL, our goal is to be recognized by our industrial and academic customers as a well-managed, forward-looking organization that performs world-class research and development. The challenge we face at LLNL is to increase the quality of our business practices while reducing costs. This can be achieved through the efforts of our quality workforce.

We are striving to create a work environment that attracts and encourages talent and diversity. Our recruitment, reward, and advancement decisions will be based on merit. Successful employees will be those whose performances contribute to the objectives of LLNL. We will recognize the importance of partnering by rewarding excellence for team as well as individual accomplishments. We will ensure our vitality by taking pride in and responsibility for our work, by improving our skills, and by continuing our professional growth.

Purpose and Scope of the LLNL Affirmative Action Program

LLNL is committed to developing and maintaining a representative workforce and to providing its employees and applicants for employment with a discrimination-free work environment. LLNL has developed and implemented this Affirmative Action Program (AAP) document to provide guidance and a means of measuring progress toward this goal. This document describes the steps LLNL will take to comply with Executive Order 11246. The AAP document is updated annually.

All information provided in this document covers the historical events of the last 12 months, (January 1, 2001 through December 31, 2001). The document establishes goals and project activities for the coming 12 months through December 31, 2002. This document is effective January 1, 2002 and shall remain in effect until superseded in whole or in part.

The 2002 AAP document was prepared by the Affirmative Action and Diversity Program (AADP) with input from organizational units called directorates, each of which is headed by an Associate Director (AD) who reports to the Director of LLNL. Each directorate maintains its own internal structure and reporting system by which it manages and monitors affirmative action (AA) compliance.

Institutional Policies

COMPLIANCE STATEMENT

As a part of the University of California, LLNL maintains a Nondiscrimination and Affirmative Action Policy regarding all employees.

In accordance with applicable state and federal law, it is the policy of the University and LLNL not to engage in discriminatory practices against or harassment of any person employed or seeking employment on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship (where allowed for reasons of national security), or status as a covered veteran (recently separated veteran, special disabled veteran, Vietnam-era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized). This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increase, salary, training and development, demotion, and separation. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

In addition, it is the policy of the University to undertake affirmative action, consistent with its obligations as a federal contractor, for minorities and women; for persons with disabilities; and for recently separated veterans, special disabled veterans, Vietnam-era veterans, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized. The University commits itself to apply every good-faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with University standards of quality and excellence.

LLNL provides reasonable accommodation to the religious observances and practices of employees and applicants except where such accommodation causes undue hardship on the conduct of LLNL business. The extent of the Laboratory's obligation is determined by considering business necessity, financial costs and expenses, and resulting personnel issues [Accommodations to Religious Observance and Practice (41 CFR §60-50.31)].

2002 Affirmative Action Program Terminology

The terms "utilization analysis," "underutilization," and "problem area" that appear in this AAP document are terms that are derived from federal regulations. The criteria used in relation to these terms are those specified by government order or regulation. These terms have no independent legal or factual significance. LLNL will use these terms in good faith in connection with its AAP document. Use of these terms does not necessarily signify that LLNL agrees that these terms are properly applied to any particular factual situation. The utilization analysis in this document is required by government regulation to be based on certain statistical comparisons. Geographical areas and sources of statistics used for these comparisons were selected to comply with government regulation. The use of certain geographic areas and statistics is intended to have no significance outside the context of this document. LLNL will, however, use such statistics and geographic areas in good faith with respect to this document.

The grouping of job classes into a given job group does not suggest that the jobs so grouped are of comparable value. The job groups in this AAP document have been developed in accord with Executive Order 11246 requirements to provide appropriate and adequate analysis of affirmative action progress.

This document is not intended to create any rights in any person or entity other than the relevant contracting government entity. Although reduced funding may necessitate workforce reductions, LLNL will strive to maintain a diverse population and will continue to monitor its affirmative action responsibilities. At LLNL, we will continue to employ strategies to identify and attract diverse individuals with skills essential to LLNL's mission.

Director C. Bruce Tarter has made a commitment to make LLNL the institution of choice for all people, including minorities and women, who wish to contribute to LLNL's mission. The achievement of our goals will come only from individuals and teams of employees working in responsible and accountable ways. We will push accountability further outward into the organizations, but because our employees will participate in LLNL institutional strategies, they will be knowledgeable about such strategies. In addition, the Director has authorized LLNL to achieve a skilled, culturally diverse workforce through training and employee development programs.

Tommy E. Smith, Jr. is the Director of LLNL's AADP and reports to the AD for Administration, Janet G. Tulk. The AADP Director, along with the AADP staff, oversees all LLNL efforts in affirmative action and diversity. The AADP staff provides administrative support and program-management professionals who work on action-oriented programs designed to achieve LLNL's affirmative-action objectives. The AADP Director has access to the LLNL Director. The AADP Director also consults with the LLNL Director and other senior managers to discuss demographic trends, affirmative action/equal employment opportunity (AA/EEO) policy formulation, recruitment, retention, the development of incumbent staff, and other relevant AA/EEO issues and concerns.

LLNL has further demonstrated its commitment to diversity and affirmative action by designating a senior LLNL executive as the Equal Employment Opportunity Officer (EEOO). The Laboratory Executive Officer, Ronald W. Cochran, is the EEOO. The role of the EEOO is to provide strategic coordination of LLNL's affirmative-action and diversity efforts with LLNL's executive management team, UC, DOE, and the National Nuclear Security Administration.

All LLNL managers share responsibility for developing and maintaining a diverse workforce and a discrimination-free environment. LLNL managers are responsible for developing and maintaining a workforce that is representative of the labor markets in which LLNL recruits, providing equal employment opportunities (EEOs) for employees and applicants, and providing a discrimination-free work environment. Every effort is made to reflect the availability of the relevant labor market. Line managers are responsible for being cognizant of affirmative action goals, for making good-faith efforts to follow guidelines and policies established to ensure equality of opportunity in all aspects of employment, and for ensuring that all personnel matters are conducted in a nondiscriminatory manner.

We further maintain wage and salary ranges for each directorate by job title and the total number of incumbents by gender and ethnicity. LLNL's Workforce Analysis is provided in Appendix B. Pursuant to 41 CFR §60-2.12, 60-2.13, 60-2.14, we have supplied an analysis of all major job groups at LLNL and the market availability of qualified women and minorities for each job group. We have grouped the jobs that have similar content, salary ranges, and opportunities.

As a result, we have 48 job groups. In this process, we have paid careful attention to keeping job groups sufficiently large to allow meaningful statistical analyses. In addition, we have avoided placing job classifications from different EEO categories within the same job group, wherever possible. The Job Group Analysis begins on page 10.

For the purpose of this document, underutilization exists when the difference between the number of people employed is at least one whole person less than expected based on the percentage of availability. Any declaration of underutilization does not amount to an admission of impermissible conduct. It is neither finding of discrimination nor a finding of a lack of good-faith affirmative action efforts. Rather, underutilization is a technical targeting term used exclusively by affirmative action planners who seek to apply good-faith efforts to increase the percentage utilization of minorities and women in the workforce.

The LLNL Population

As of January 1, 2002, LLNL has a career-employee population of 6755, an increase from last year when there were 6554 career employees at LLNL. There are 82 more women employees at LLNL than last year, and women now account for 31% of the total population. This is a minor increase (0.3%) in the percentage representation of 30.7% a year ago, when there were 2014 women employees. There are currently 1321 minority employees at LLNL (an increase of 81 individuals from last year), so minorities now account for 19.6% of the total population. This is a minor increase (0.7%) in the percentage representation of minorities from 18.9% a year ago, when there were 1240 minority employees. (See the Workforce Population by Job Group Table.)

The Workforce Population by Job Group Table follows.

Workforce Population by Job Group Table

Period End Date December 31, 2001		2001							
Job Group	Job Title	Job Group Pop *	Women Pop #	Minority	Blacks	Asians	Am. Ind.	Hispanic	Unk.
AA	MANAGEMENT—SCIENTIFIC	263	35	23	4	13	2	4	2
AB	MANAGEMENT—ADMINISTRATIVE	106	53	19	5	6	1	7	0
AC	SUPERVISOR—TECHNICAL	558	77	67	10	26	7	24	2
AD	SUPERVISOR—CLERICAL	119	110	36	5	7	2	22	0
AE	SUPERVISOR—NONCLERICAL	85	43	26	11	5	4	6	0
AF	SUPERVISOR—BLUE COLLAR	59	1	8	2	0	1	5	0
AG	SUPERVISOR—SERVICE	51	4	11	3	4	2	2	0
BA	ADMINISTRATOR	557	393	123	30	44	12	37	3
BB	PHYSICIST	525	51	68	6	49	1	12	1
BC	CHEMIST/METALLURGIST	172	41	32	5	20	0	7	0
BD	LIFE SCIENTIST	29	16	6	0	4	0	2	0
BE	COMPUTER SCIENTIST	523	130	87	10	61	1	15	15
BG	ENGINEER—MECHANICAL	264	27	43	5	29	3	6	5
BH	ENGINEER—ELECTRONICS	242	23	34	2	22	0	10	6
BJ	ENGINEER—MISCELLANEOUS	187	23	40	4	28	1	7	3
BK	TECH. INFO. EDITOR/SPECIALIST	49	32	8	1	7	0	0	0
BZ	ENVIRONMENTAL SCIENTIST	64	27	12	2	9	0	1	1
CA	MECHANICAL TECHNICIAN	32	2	6	1	1	1	3	1
CB	MECHANICAL TECH. SPECIALIST	213	10	38	10	9	1	18	6
CC	ELECTRONICS TECHNICIAN	17	0	8	1	4	0	3	0
CD	ELECTRONICS TECH. SPECIALIST	92	2	11	1	3	2	5	2
CE	ELECTRONICS FAB. TECHNICIAN	27	6	6	0	4	0	2	1
CI	CHEMICAL TECHNICIAN	64	16	18	1	3	5	9	1
CJ	ENGINEERING & SCIENCE TECH.	241	82	50	15	10	6	19	3
CL	ASST. TECH. COORDINATOR	150	56	32	5	3	2	22	2
CM	TECH./SCIENTIFIC COORDINATOR	52	4	8	3	0	2	3	0
CN	TECHNICAL ASSOCIATE—NONENG	248	59	41	5	16	3	17	3
CO	DRAFTER/DESIGNER	107	13	25	2	13	1	9	0
CP	TECHNICAL ASSOCIATE—ENG.	229	14	18	0	8	2	8	1
CQ	COMPUTER PROG. TECHNICIAN	67	38	20	5	5	2	8	1
CS	MEDICAL TECHNOLOGIST	2	2	2	0	1	1	0	0
CT	TECHNICAL ILLUSTRATOR	42	17	14	3	5	2	4	0
DA	ADMINISTRATIVE SUPPORT I	19	18	4	2	1	0	1	0
DB	ADMINISTRATIVE SUPPORT II	523	518	133	25	17	10	81	7
DC	RESOURCE MGMT. SUPPORT	20	20	7	0	3	1	3	0
DD	INFO./COMPUTER SERV. SUPPORT	64	52	23	11	1	1	10	0
EA	MISCELLANEOUS CRAFTS	176	7	47	6	8	5	28	2
EC	MAINTENANCE MECHANIC	40	1	13	2	2	5	4	0
EJ	MACHINIST	84	3	16	2	4	3	7	0
EK	ASSEMBLY SPECIALIST	19	0	3	1	2	0	0	0
FD	PRINTER	4	3	1	1	0	0	0	0
FF	WAREHOUSE WORKER	60	15	18	4	3	0	11	0
FG	PHOTOGRAPHIC SPECIALIST	23	7	9	2	2	0	5	0
FH	VEHICLE DRIVER	9	1	2	0	1	0	1	0
GA	LABORER/GARDENER	49	2	17	1	3	2	11	0
HA	FIREFIGHTER	27	2	8	1	0	3	4	0
HB	PROTECTIVE SERVICE OFFICER	140	4	59	20	13	2	24	3
HC	CUSTODIAN	62	36	21	2	10	0	9	0
Lab Totals		6755	2096	1321	237	489	99	496	71

Asians = Asians/Pacific Islanders

Am. Ind. = American Indians/Alaskan Natives

Unk. = Unknown

* includes unidentified ethnicity

includes unidentified ethnicity

II. ORGANIZATIONAL PROFILE (41 CFR §60-2.11)

The Laboratory has chosen to use a workforce analysis [§60-2.11(c)] to present its organizational profile. The workforce analysis provides an overview of the workforce at the Laboratory and assists in identifying organizational units where women or minorities are underrepresented or concentrated.

The Laboratory organization consists of the Director's Office and 12 directorates, as listed below:

- Administration
- Biology and Biotechnology Research Program (BBRP)
- Chemistry and Materials Science (CMS)
- Computation
- Defense and Nuclear Technologies (DNT)
- Director's Office
- Energy and Environment (E&E)
- Engineering
- Laboratory Services
- National Ignition Facility (NIF) Programs
- Nonproliferation, Arms Control, and International Security (NAI)
- Physics and Advanced Technologies (PAT)
- Safety, Security, and Environmental Protection (SSEP)

Because LLNL is organized based on a matrix system, there are no formal lines of progression or usual promotional sequences. As a result, job titles are listed by job classifications, in order of salary range, and each job classification is assigned a two-letter job-group code. All job classifications—including all managerial, supervisory, and worker job classifications—are listed.

For each job classification, the total number of incumbents has been provided together with the total number of male and female incumbents, and the total number of male and female incumbents in each of the following groups: Blacks, Hispanics, Asian/Pacific Islanders, and American Indians/Alaskan Natives.

The workforce analysis charts for each of the 13 directorates identified above are included in Appendix B.

A small number of LLNL employees (approximately 4%) work at locations other than the Livermore facility. However, these employees report to managers located at the Livermore site. These employees are included in the LLNL affirmative action program and do not appear in any other affirmative action program.

III. JOB GROUP ANALYSIS (41 CFR §60-2.12)

As a method of combining job titles within a contractor's establishment, the job group analysis is the first step in comparing the representation of minorities and women in the workforce with the estimated availability of minorities and women who are qualified to be employed.

In the job group analysis, jobs at LLNL with similar content, wage rates, and opportunities have been combined to form job groups. Similarity of content refers to the duties and responsibilities of the job titles that make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay, mobility, and other career-enhancement opportunities offered by the jobs within the job group.

The following job group analysis includes a list of the job classifications that comprise each job group. The Laboratory uses these groups to determine employee distribution and utilization for purposes of affirmative-action analyses. Job classes are combined into job groups with a minimum of 50 employees wherever possible. Job classes may appear in more than one job group, because employees who are assigned management and supervisory responsibilities do not, with some exceptions, change job class.

The following example shows how to read the listings:

AA Management—Scientific
263 Internal & National
051.3 Fire Chief

“AA” is the job group code; the first letter of the code designates the federal occupational category, and the second letter designates the group within that category. The federal occupational category groupings referred to are as follows: A—Officials and Managers, B—Professionals, C—Technicians, D—Office and Clerical, E—Crafts, F—Operators, and G—Laborers. “Management—Scientific” refers to the title of the Job Group. The number “263”

is the number of employees in this job group at LLNL as of the date indicated. The notation of “Internal & National” denotes the geographical area from which employees are normally recruited. Finally, “051.3” is the job classification number, which is used internally to identify the various position disciplines, as in this example for the job title of “Fire Chief.”

The following pages show the title of the job group, the number of employees in the job group at LLNL as of January 1, 2002, the source of employees (internal, local, or national labor market), and the job-class codes and titles that make up each job group.

AA	Management—Scientific
263	Internal & National
051.2	Assistant Fire Chief
051.3	Fire Chief
221.0	Biochemist
225.0	Biomedical Scientist
230.0	Environmental Scientist
242.0	Chemist
249.0*	Engineer
256.0	Mathematician
263.0	Medical Doctor
265.0	Metallurgist
270.0*	Physicist
285.0	Computer Scientist/Math Programmer
295.0	Political Scientist
391.1	Engineering/Scientific Staff Associate
391.2	Sr. Engineering/Scientific Staff Associate
AB	Management—Administrative
106	Internal & National
052.3	Chief of Police
105.3	Sr. Administrator
105.4	Principal Administrator
142.4	Procurement Specialist
150.3	Principal Resource Analyst
170.0	Director
175.0	Associate Director/CFO
196.0	Executive Staff Member
197.0	Manager
197.1	Sr. Manager
AC	Supervisor—Technical
558	Internal & National
051.2	Assistant Fire Chief
221.0	Biochemist
225.0	Biomedical Scientist
230.0	Environmental Scientist
235.0	Biophysicist
242.0	Chemist
249.0	Engineer
256.0	Mathematician
263.0	Medical Doctor
265.0	Metallurgist
270.0	Physicist
285.0	Computer Scientist/Math Programmer
295.0	Political Scientist
302.2	Sr. Scientific Associate
304.1	Scientific Associate—C&MS
304.2	Sr. Scientific Associate—C&MS
334.1	Eng. Design Associate
337.1	Eng. Tech. Associate
338.1	Eng./Sci. Coordinator
339.2	Sr. Eng. Associate
347.1	Facility Associate
366.2*	Sr. Construction Inspection Coordinator
371.1	Health & Safety Associate
371.2	Sr. Health & Safety Associate

390.1*	Supervisor
390.2*	Sr. Supervisor
391.1*	Superintendent
391.2	Sr. Superintendent
393.2	Sr. Systems & Network Associate
502.3	Sr. Scientific Technologist
525.2	Comp. Support Technologist
533.3	Sr. Technologist—Mechanical
538.3	Sr. Technical Coordinator

AD	Supervisor—Clerical
119	Internal & National
103.1	Sr. Executive Secretary
105.1	Associate Administrator
105.2	Administrator
105.3	Sr. Administrator
105.4	Principal Administrator
405.4	Administrative Specialist IV
435.4	Word Processing Supervisor/Coordinator

AE	Supervisor—Nonclerical
85	Internal & National
051.2	Asst. Fire Chief
052.2	Captain of Police
110.0	Management Associate
112.1	Human Resources Specialist
112.2	Senior Human Resources Specialist
112.3	Principal Human Resources Specialist
123.2	Sr. Tech. Publications Specialist
124.3	Principal Public Info. Officer
126.1	Security Administrator
126.2*	Sr. Security Administrator
126.3	Principal Security Administrator
134.2	Sr. Information Systems Specialist
136.2	Sr. Systems Analyst
136.3	Principal Systems Analyst
142.4	Procurement Specialist
143.3	Contract Administrator Specialist
150.2	Sr. Resource Analyst
150.3	Resource Analyst Supervisor
151.3	Principal Accountant
151.4	Accounting Specialist
162.1*	Supply Supervisor
165.5	Tech. Information Specialist V
196.0*	Executive Staff Member
197.0	Manager

AF	Supervisor—Blue Collar
59	Internal & National
805.4*	Laborer, Lead
805.5*	Laborer, Supervisor
811.1*	Custodian I
811.2*	Custodian II
811.4*	Custodian, Lead

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811.5*	Custodian, Supervisor	136.1	Systems Analyst
812.4	Gardener, Lead	136.2	Sr. Systems Analyst
812.5	Gardener, Supervisor	136.3	Principal Systems Analyst
822.4	Air Conditioning Mech., Lead	142.2	Sr. Buyer
822.5	Air Conditioning Mech., Supervisor	142.3	Principal Buyer
823.4	Carpenter, Lead	142.4	Procurement Specialist
823.5*	Carpenter, Supervisor	143.1	Contract Administrator
824.4	Electrician, Lead	143.2	Sr. Contract Administrator
824.5*	Electrician, Supervisor	143.3	Contract Administration Specialist
825.4*	Painter, Lead	150.1*	Resource Analyst
825.5	Painter, Supervisor	150.2*	Sr. Resource Analyst
826.4	Plumber/Fitter, Lead	150.3	Principal Resource Analyst
826.5	Plumber/Fitter, Supervisor	151.1	Accountant
841.5	Vehicle Mechanic Supervisor	151.2	Sr. Accountant
842.4	Heavy Equipment Mechanic, Lead	151.3	Principal Accountant
842.5	Heavy Equipment Mechanic, Supervisor	151.4	Accounting Specialist
851.2	Welder II	153.2	Sr. Management Analyst
851.4	Welder, Lead	153.3	Principal Management Analyst
851.5*	Welder, Supervisor	163.1	Supply Specialist
852.5	Sheet Metal Worker, Supervisor	163.2	Sr. Supply Specialist
861.4*	Rigger, Lead	169.3	Classification Advisor
861.5	Rigger, Supervisor	196.0	Executive Staff Member
862.4	Maintenance Mechanic, Lead		
862.5	Maintenance Mechanic, Supervisor		
AG	Supervisor—Service	BB	Physicist
51	Internal & National	525	National
055.2	Protective Service Lieutenant	270.0	Physicist
650.3	Dispatcher, Emergency Communications, Supervisor	295.0	Political Scientist
651.2*	Fire Captain	BC	Chemist/Metallurgist
651.3	Fire Shift Commander	172	National
652.2	Fire Captain (40 hrs/week)	242.0	Chemist
652.3	Fire Shift Commander (40 hrs/week)	265.0	Metallurgist
653.3	Central Alarm Station (CAS) Supervisor	BD	Life Scientist
655.2*	Protective Service Sergeant	29	National
BA	Administrator	221.0	Biochemist
557	National	225.0	Biomedical Scientist
103.1	Sr. Executive Secretary	228.0	Biologist
104.1	Admin. Assistant to LLNL Director	235.0	Biophysicist
105.1	Associate Administrator	263.0	Medical Doctor
105.2	Administrator	BE	Computer Scientist
105.3	Sr. Administrator	523	National
105.4	Principal Administrator	256.0	Mathematician
110.0	Management Associate	285.0	Computer Scientist/Math Programmer
112.1	Human Resources Specialist	BG	Engineer—Mechanical
112.2	Sr. Human Resources Specialist	262	National
112.3	Principal Human Resources Specialist	249.0	Engineering (acct. 9770–9779)
123.2	Sr. Technical Publications Specialist	BH	Engineer—Electronics
124.2	Sr. Public Info. Officer	242	National
124.3	Principal Public Info. Officer	249.0	Engineering (acct. 9780–9788)
126.1	Security Administrator		
126.2	Sr. Security Administrator		
126.3	Principal Security Administrator		
134.1	Info. Systems Specialist		
134.2	Sr. Info. Systems Specialist		

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BJ	Engineer—Miscellaneous		502.3*	Sr. Scientific Technologist
187	National		505.3*	Sr. Hydro Technologist—Site 300
249.0	Engineering (not listed elsewhere)		519.3	Laboratory Animal Technologist
BK	Technical Information Editor/Specialist		571.1	Health & Safety Technician
49	National		571.2*	Health & Safety Technologist
164.1	Tech. Editor/Writer I		571.3*	Sr. Health & Safety Technologist
164.2	Tech. Editor/Writer II		593.1*	Systems & Network Technician
164.3	Tech. Editor/Writer III		593.2*	Systems & Network Technologist
164.4	Tech. Editor/Writer IV		593.3*	Sr. Systems & Network Technologist
165.2	Tech. Information Specialist II		CL	Asst. Technical Coordinator
165.3	Tech. Information Specialist III		150	Internal & National
165.4	Tech. Information Specialist IV		538.1	Coordinator
165.5	Tech. Information Specialist V		538.2*	Technical Coordinator
BZ	Environmental Scientist		538.3*	Sr. Technical Coordinator
64	National		539.1	Engineering/Scientific Assistant
230.0*	Environmental Scientist		CM	Tech./Scientific Coordinator
CA	Mechanical Technician		52	Internal & National
32	National		338.1	Engineering/Scientific Coordinator
533.1	Technician—Mechanical		347.1	Facility Associate
533.2*	Technologist—Mechanical		365.1	Planner/Estimator
CB	Mechanical Tech. Specialist		365.2	Sr. Planner/Estimator
213	Internal & National		366.1	Construction Inspection Coordinator
533.3*	Sr. Technologist—Mechanical		366.2	Sr. Construction Inspection Coordinator
CC	Electronics Technician		367.1	Plant Facility Maintenance Coordinator
17	National		367.2*	Sr. Plant Facility Maintenance Coordinator
531.2	Technologist—Electronics		368.2	Sr. Construction Coordinator
CD	Electronics Tech. Specialist		CN	Technical Associate—Nonengineering
92	Internal & National		248	Internal & National
531.3*	Sr. Technologist—Electronics		302.1*	Scientific Associate
CE	Electronic Fab. Technician		302.2*	Sr. Scientific Associate
27	Local		304.1*	Scientific Associate—C/MS
532.1	Fab. Technician—Electronics		304.2	Senior Scientific Associate—C/MS
532.2*	Sr. Fab. Technician—Electronics		323.2	Sr. Computer Associate
532.3*	Fab. Tech. Specialist—Electronics		324.1	Computer Programming Associate
CI	Chemical Technician		325.1*	Computer Support Associate
64	National		371.1	Health & Safety Associate
504.1	Technician—C/MS		371.2	Sr. Health & Safety Associate
504.2*	Technologist—C/MS		393.1	Systems & Network Associate
504.3*	Sr. Technologist—C/MS		393.2	Sr. Systems & Network Associate
CJ	Engineering & Science Tech.		CO	Drafter/Designer
241	National		107	National
502.1	Scientific Technician		334.1	Engineering Design Associate
502.2*	Scientific Technologist		534.1	Drafter
			534.2	Design Drafter
			534.3*	Designer

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CP 229	Technical Associate—Engineering Internal & National	423.3	Principal Tech. Publications Practitioner
337.1*	Engineering Technical Associate	431.2	Sr. Communications Attendant
339.2*	Sr. Engineering Associate	432.2	Sr. Compositor
		434.2	Sr. Information Systems Assistant
CQ 67	Computer Programming Technician Local	434.3*	Principal Info. Systems Assistant
524.1	Computer Programming Technician	650.0	Dispatcher, Emergency Communications
524.2	Computer Programming Technologist	653.0	Central Alarm Station Operator
524.3	Sr. Computer Programming Technologist		
525.1	Computer Support Technician	EA	Miscellaneous Crafts
525.2	Computer Support Technologist	176	Local
525.3	Sr. Computer Support Technologist	821.2	Locksmith II
526.1	Computer Operations Technician	822.2*	Air Conditioning Mech. II
526.2	Computer Operations Technologist	823.1*	Carpenter
526.3	Sr. Computer Operations Technologist	824.1*	Electrician I
		824.2*	Electrician II
		824.4*	Electrician, Lead
CS 2	Medical Technologist National	825.1*	Painter
541.2	Occupation Health Nurse	826.1*	Plumber/Fitter
541.3	Sr. Occupation Health Nurse	841.1*	Vehicle Mechanic
		841.4	Vehicle Mechanic, Lead
		842.1	Heavy Equipment Mechanic
CT 42	Technical Illustrator National	851.1	Welder I
386.1	Graphics Design Associate	851.2*	Welder II
586.1	Graphics Designer	852.1	Sheet Metal Worker
586.2	Graphics Design Specialist	861.1	Rigger
587.2	Sr. Technical Illustrator	861.2*	Rigger II
587.3	Technical Illustration Specialist	961.2	Fabrication Assistant II
588.3	Animation Specialist	961.3	Fabrication Assistant III
		971.1	Metal Fabricator I
		971.2	Metal Fabricator II
		971.3	Metal Fabricator III
DA 19	Administrative Support I Local	EC	Maintenance Mechanic
405.1	Admin. Specialist I	40	Local
405.2	Admin. Specialist II	862.1*	Maintenance Mechanic
		862.4*	Maintenance Mechanic, Lead
DB 523	Administrative Support II Internal & Local	EJ	Machinist
405.3*	Admin. Specialist III	84	Local
405.4*	Admin. Specialist IV	981.2	Sr. Machinist
		981.3*	Sr. Machinist II
DC 20	Resource Management Support Local	982.3	Assembly Machinist III
451.1	Accounting Assistant	EK	Assembly Specialist
451.2	Sr. Accounting Assistant	19	Internal & National
451.3	Principal Accounting Assistant	983.1	Machine Repairer I
		983.2	Machine Repairer II
DD 64	Info./Computer Service Support Local	983.3*	Machine Repairer III
422.2	Library Assistant	984.3	Mechanical Inspector III
422.3	Sr. Library Assistant		
422.4	Principal Library Assistant		
423.2	Sr. Tech. Publications Practitioner		

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FD	Printer
4	Local
585.2	Sr. Print Room Operator
585.3	Print Room Operator Specialist
FF	Warehouse Worker
60	Local
461.2	Sr. Mail Carrier
462.1	Associate Warehouse Worker
462.2	Warehouse Worker
462.3*	Sr. Warehouse Worker
FG	Photographic Specialist
23	National
383.1	Film/TV Media Producer
582.3	Sr. Photographic Technician
582.4	Photographic Specialist
583.3	Film/TV Media Specialist
584.3	Lead Operator—Printing Services
FH	Vehicle Driver
9	Local
831.2	Motor Vehicle Driver II
833.1	Heavy Equipment Operator
834.2*	Truck Driver II

GA	Laborer/Gardener
49	Local
801.1*	Trades Helper
805.1*	Laborer I
805.2*	Laborer II
812.2*	Gardener II
812.3	Gardener III
HA	Firefighter
27	National
651.1*	Firefighter
652.1	Firefighter (40 hrs. per week)
HB	Protective Service Officer
140	National
655.0*	Security Officer
655.1*	Protective Service Officer
HC	Custodian
62	Local
811.1	Custodian I
811.2	Custodian II
811.4	Custodian, Lead

* Job titles that include employees whose location is other than the Livermore site. Pursuant to §60-2.1(d), these employees are included in the LLNL affirmative action program and do not appear in any other affirmative action program.

IV. PLACEMENT OF INCUMBENTS IN JOB GROUPS (41 CFR §60-2.13)

Pursuant to §60-2.13, the following is a listing of the percentage of minorities and the percentage of women employed in each job group established as of January 1, 2002. (Note: The Placement of Incumbents in Job Groups table that follows does not include the number of people needed for full utilization. It only shows the percentages for the current employee population.)

The Placement of Incumbents in Job Groups table follows.

§60–2.13 PLACEMENT OF INCUMBENTS IN JOB GROUPS

12/31/2001 LLNL POPULATION									
JOB GROUPS		Total Lab Pop *	WOMEN			MINORITIES			UNK
			Pop #	Avail %	Rep %	Pop #	Avail %	Rep %	Pop #
AA	MANAGEMENT—SCIENTIFIC	263	35	10.8	13.3	23	11.6	8.7	2
AB	MANAGEMENT—ADMINISTRATIVE	106	53	36.9	50.0	19	15.6	17.9	0
AC	SUPERVISOR—TECHNICAL	558	77	11.7	13.8	67	11.8	12.0	2
AD	SUPERVISOR—CLERICAL	119	110	85.4	92.4	36	20.4	30.3	0
AE	SUPERVISOR—NONCLERICAL	85	43	67.9	50.6	26	17.5	30.6	0
AF	SUPERVISOR—BLUE COLLAR	59	1	5.3	1.7	8	25.7	13.6	0
AG	SUPERVISOR—SERVICE	51	4	13.5	7.8	11	33.6	21.6	0
BA	ADMINISTRATOR	557	393	57.2	70.6	123	22.4	22.1	3
BB	PHYSICIST	525	51	11.0	9.7	68	11.2	13.0	1
BC	CHEMIST/METALLURGIST	172	41	26.5	23.8	32	19.9	18.6	0
BD	LIFE SCIENTIST	29	16	40.2	55.2	6	18.6	20.7	0
BE	COMPUTER SCIENTIST	523	130	29.6	24.9	87	19.9	16.6	15
BG	ENGINEER—MECHANICAL	264	27	5.7	10.2	43	16.0	16.3	5
BH	ENGINEER—ELECTRONICS	242	23	10.0	9.5	34	17.9	14.1	6
BJ	ENGINEER—MISCELLANEOUS	187	23	8.5	12.3	40	18.9	21.4	3
BK	TECHNICAL INFO. EDITOR/SPECIALIST	49	32	39.6	65.3	8	9.3	16.3	0
BZ	ENVIRONMENTAL SCIENTIST	64	27	17.1	42.2	12	6.9	18.8	1
CA	MECHANICAL TECHNICIAN	32	2	10.1	6.3	6	22.9	18.8	1
CB	MECHANICAL TECH. SPECIALIST	213	10	13.0	4.7	38	23.4	17.8	6
CC	ELECTRONICS TECHNICIAN	17	0	14.5	0.0	8	32.7	47.1	0
CD	ELECTRONICS TECH. SPECIALIST	92	2	9.3	2.2	11	25.6	12.0	2
CE	ELECTRONICS FAB. TECHNICIAN	27	6	18.7	22.2	6	37.1	22.2	1
CI	CHEMICAL TECHNICIAN	64	16	21.4	25.0	18	44.3	28.1	1
CJ	ENGINEERING & SCIENCE TECHNICIAN	241	82	55.9	34.0	50	35.7	20.7	3
CL	ASST. TECHNICAL COORDINATOR	150	56	47.1	37.3	32	18.0	21.3	2
CM	TECHNICAL/SCIENTIFIC COORDINATOR	52	4	31.9	7.7	8	18.7	15.4	0
CN	TECHNICAL ASSOCIATE—NONENG.	248	59	35.7	23.8	41	20.2	16.5	3
CO	DRAFTER/DESIGNER	107	13	40.4	12.2	25	26.6	23.4	0
CP	TECHNICAL ASSOCIATE—ENGINEERING	229	14	4.1	6.1	18	13.2	7.9	1
QQ	COMPUTER PROGRAMMING TECHNICIAN	67	38	31.1	56.7	20	26.9	29.9	1
CS	MEDICAL TECHNOLOGIST	2	2	89.2	100.0	2	31.5	100.0	0
CT	TECHNICAL ILLUSTRATOR	42	17	35.1	40.5	14	33.2	33.3	0
DA	ADMINISTRATIVE SUPPORT I	19	18	92.9	94.7	4	28.2	21.1	0
DB	ADMINISTRATIVE SUPPORT II	523	518	97.0	99.0	133	23.9	25.4	7
DC	RESOURCE MGNT. SUPPORT	20	20	86.3	100.0	7	28.4	35.0	0
DD	INFO./COMPUTER SERV. SUPPORT	64	52	67.1	81.3	23	35.8	35.9	0
EA	MISCELLANEOUS CRAFTS	176	7	4.5	4.0	47	28.8	26.7	2
EC	MAINTENANCE MECHANIC	40	1	5.5	2.5	13	34.0	32.5	0
EJ	MACHINIST	84	3	3.4	3.6	16	33.5	19.0	0
EK	ASSEMBLY SPECIALIST	19	0	6.0	0.0	3	13.1	15.8	0
FD	PRINTER	4	3	24.1	75.0	1	32.1	25.0	0
FF	WAREHOUSE WORKER	60	15	35.7	25.0	18	37.8	30.0	0
FG	PHOTOGRAPHIC SPECIALIST	23	7	36.7	30.4	9	29.4	39.1	0
FH	VEHICLE DRIVER	9	1	8.1	11.1	2	35.2	22.2	0
GA	LABORER/GARDENER	49	2	20.5	4.1	17	43.7	34.7	0
HA	FIREFIGHTER	27	2	10.3	7.4	8	27.0	29.6	0
HB	PROTECTIVE SERVICE OFFICER	140	4	16.7	2.9	59	42.1	42.1	3
HC	CUSTODIAN	62	36	33.8	58.1	21	47.7	33.9	0
TOTALS		6755	2096			1321			71

* includes unidentified ethnicity 71

includes unidentified ethnicity 17

V. DETERMINATION OF JOB GROUP AVAILABILITY

(41 CFR §60-2.14)

Definition of Availability

“Availability” is an estimate of minorities and women available for employment in each identified job group at LLNL.

Determination of Availability

As stated in 41 CFR §60-2.14, availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of LLNL’s incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

LLNL has separately determined the availability of minorities and women for each job group. Prior Office of Federal Contract Compliance Programs (OFCCP) regulations required federal contractors to consider the following factors in determining availability:

- 1a. Percentage of minorities in the population of the labor area surrounding the facility.
- 1b. Percentage of women among those seeking employment in the labor or recruitment area.
2. Percentage of minorities and women among those unemployed in the labor area surrounding the facility.
3. Percentage of minorities and women in the total workforce in the immediate labor area.
4. Percentage of minorities and women among those having requisite skills in the immediate labor area.
5. Percentage of minorities and women among those having requisite skills in a reasonable recruitment area.
6. Percentage of minorities and women among those promotable or transferable within the facility.
7. Percentage of minorities and women at institutions providing training in requisite skills.

8. Percentage of minorities and women among those at the facility whom the contractor can train in requisite skills.

New regulations from the OFCCP allow contractors to limit availability considerations to the following: (a) the percentage of minorities or women having requisite skills in a reasonable recruitment area and (b) the percentage of minorities or women within the facility who are promotable, transferable, and trainable (essentially factors 6 and 8 above). LLNL has calculated the availabilities contained in this AAP document utilizing all factors. Recruitment areas for availability considerations are not drawn to exclude women and minorities. Local recruitment areas are used for job groups where the required educational and skill levels are such that it is reasonable to expect that sufficiently large and diverse recruitment pools exist within the counties where LLNL employees currently reside. The recruitment area is national for all other job groups (AA, AB, AC, AE, BA–BZ, CA, CC, CI, CJ, CO, CS, CT, FG, HA, and HB).

Recruitment areas are not strictly limited to internal pools for any job groups. However, internal pools are included in the recruitment areas for a number of LLNL job groups. Internal pools are included for job groups for which incumbents frequently have previously worked in other LLNL job groups. A listing of all job groups and their recruitment areas is provided in Section III (Job Group Analysis §60-2.12). During the coming year, availabilities will be updated using the two factors, incorporating 2000 census data wherever possible. Nonlocal recruitment areas will continue to be *national*.

VI. COMPARISON OF AVAILABILITY TO INCUMBENCY

(41 CFR §60-2.15)

Pursuant to 41 CFR §60-2.15, we maintain and have supplied here our Workforce Utilization, an analysis of all job groups at LLNL determined pursuant to §60-2.13 with the availability for those job groups determined pursuant to §60-2.14. This report on utilization is provided to the Director and all ADs, as well as to the Affirmative Action Coordinators (AACs) for each organizational unit on a quarterly basis. The report is posted on LLNL's Electronic Library server for access by hiring managers and interested personnel. Similar information is also provided in the Placement of Incumbents in Job Groups Table on page 18.

When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given the availability percentage of women and minorities in that particular job group, LLNL has established a placement goal in accordance with §60-2.16.

The Comparison of Availability to Incumbency Table follows.

§60-2.15 COMPARISON OF AVAILABILITY TO INCUMBENCY TABLE

Job Group	Job Title	Total Emps.	WOMEN			MINORITIES			BLACKS			ASIANS			AM. IND.			HISPANICS			UNKNOWN Ethnic Pop.						
			Pop.	Avail.	Rep. %	% Need*	Pop.	Avail.	Rep. %	% Need*	Pop.	Avail.	Rep. %	% Need*	Pop.	Avail.	Rep. %	% Need*	Pop.	Avail.		Rep. %	% Need*				
AA	MANAGEMENT—SCIENTIFIC	263	35	10.8	13.3	0	23	11.6	8.7	8	4	1.4	1.5	0	13	7.0	4.9	5	2	0.5	0.8	0	4	2.7	1.5	3	
AB	MANAGEMENT—ADMINISTRATIVE	106	53	36.9	50.0	0	19	15.6	17.9	0	5	4.6	4.7	0	6	2.0	5.7	0	1	3.8	0.9	3	7	5.2	6.6	0	
AC	SUPERVISOR—TECHNICAL	558	77	11.7	13.8	0	67	11.8	12.0	0	10	1.2	1.8	0	26	7.4	4.7	15	7	0.5	1.3	0	24	2.7	4.3	0	
AD	SUPERVISOR—CLERICAL	119	110	85.4	92.4	0	36	20.4	30.3	0	5	5.7	4.2	2	7	4.2	5.9	0	2	1.9	1.7	0	22	8.6	18.5	0	
AE	SUPERVISOR—NONCLERICAL	85	43	67.9	50.6	15	26	17.5	30.6	0	11	5.2	12.9	0	5	5.5	5.9	0	4	1.7	4.7	0	6	5.1	7.1	0	
AF	SUPERVISOR—BLUE COLLAR	59	1	5.3	1.7	2	8	25.7	13.6	7	2	4.4	3.4	1	0	5.3	0.0	3	1	0.9	1.7	0	5	15.1	8.5	4	
AG	SUPERVISOR—SERVICE	51	4	13.5	7.8	3	11	33.6	21.6	6	3	18.3	5.9	6	4	1.9	7.8	0	2	1.9	3.9	0	2	11.5	3.9	4	
BA	ADMINISTRATOR	557	393	57.2	70.6	0	123	22.4	22.1	2	30	5.2	5.4	0	44	7.2	7.9	0	12	1.1	2.2	0	37	8.9	6.6	13	
BB	PHYSICIST	525	51	11.0	9.7	7	68	11.2	13.0	0	6	1.5	1.1	2	20	11.6	11.6	0	1	0.4	0.2	1	12	2.5	2.3	1	
BC	CHEMIST/METALLURGIST	172	41	26.5	12.8	5	32	19.9	18.6	2	5	3.7	2.9	1	20	11.6	11.6	0	0	0.3	0.0	1	7	4.3	4.1	0	
BD	LIFE SCIENTIST	29	16	40.2	55.2	0	6	18.6	20.7	0	0	2.9	0.0	1	4	10.5	13.8	0	0	0.3	0.0	0	2	4.9	6.9	0	
BE	COMPUTER SCIENTIST	523	130	29.6	24.9	25	87	19.9	16.6	17	10	4.7	1.9	15	61	11.5	11.7	0	1	0.4	0.2	1	15	3.3	2.9	2	
BG	ENGINEER—MECHANICAL	264	27	5.7	10.2	0	43	16.0	16.3	0	5	2.0	1.9	0	29	10.7	11.0	0	3	0.2	1.1	0	6	3.1	2.3	2	
BH	ENGINEER—ELECTRONICS	242	23	10.0	9.5	1	34	17.9	14.1	9	2	2.7	0.8	5	22	11.7	9.1	6	0	0.3	0.0	1	10	3.2	4.1	0	
BJ	ENGINEER—MISCELLANEOUS	187	23	8.5	12.3	0	40	18.9	21.4	0	4	2.7	2.1	1	28	12.0	15.0	0	1	0.3	0.5	0	7	3.9	3.7	0	
BK	TECH. INFO. EDITOR/SPECIALIST	49	32	39.6	65.3	0	8	9.3	16.3	0	1	3.6	2.0	1	7	3.0	14.3	0	0	0.4	0.0	0	0	2.3	0.0	1	
BZ	ENVIRONMENTAL SCIENTIST	64	27	17.1	42.2	0	12	6.9	18.8	0	2	0.9	3.1	0	9	2.6	14.1	0	0	0.2	0.0	0	1	3.2	1.6	1	
CA	MECHANICAL TECHNICIAN	32	2	10.1	6.3	1	6	22.9	18.8	1	1	1.1	3.1	0	1	6.0	3.1	1	1	1.2	3.1	0	3	14.6	9.4	2	
CB	MECHANICAL TECH. SPECIALIST	213	10	13.0	4.7	18	38	23.4	17.8	12	10	9.6	4.7	10	9	2.8	4.2	0	1	1.8	0.5	3	18	9.2	8.5	2	
CC	ELECTRONICS TECHNICIAN	17	0	14.5	0.0	2	8	32.7	47.1	0	1	6.9	5.9	0	4	16.3	23.5	0	0	0.7	0.0	0	3	8.8	17.6	0	
CD	ELECTRONICS TECH. SPECIALIST	92	2	9.3	2.2	7	11	25.6	12.0	13	1	11.6	1.1	10	3	7.0	3.3	3	2	0.0	2.2	0	5	7.0	5.4	1	
CE	ELECTRONICS FAB. TECH.	27	6	18.7	22.2	0	6	37.1	22.2	4	0	5.0	0.0	1	4	19.4	14.8	1	0	0.3	0.0	0	2	12.4	7.4	1	
CI	CHEMICAL TECHNICIAN	64	16	21.4	25.0	0	18	44.3	28.1	10	1	9.4	1.6	5	3	19.2	4.7	9	5	0.3	7.8	0	9	15.4	14.1	1	
CJ	ENGINEERING & SCIENCE TECH.	241	82	55.9	34.0	53	50	35.7	20.7	36	15	7.8	6.2	4	10	13.8	4.1	23	6	0.4	2.5	0	19	13.7	7.9	14	
CL	ASST. TECH. COORDINATOR	150	56	47.1	37.3	15	32	18.0	21.3	0	5	4.0	3.3	1	3	4.0	2.0	3	2	1.2	1.3	0	22	8.8	14.7	0	
CM	TECH. SCIENTIFIC COORD.	52	4	31.9	7.7	13	8	18.7	15.4	2	3	3.3	5.8	0	0	1.1	0.0	1	2	0.0	3.8	0	3	14.3	5.8	4	
CN	TECH. ASSOCIATE/NONENG.	248	59	35.7	23.8	30	41	20.2	16.5	9	5	1.6	2.0	0	16	6.2	6.5	0	3	3.1	1.2	5	17	9.3	6.9	6	
CO	DRAFTER/DESIGNER	107	13	40.4	12.2	30	25	26.6	23.4	3	2	4.9	1.9	3	13	12.7	12.2	1	1	0.7	0.9	0	9	8.3	8.4	0	
CP	TECH. ASSOCIATE/ENGINEERING	229	14	4.1	6.1	0	18	13.2	7.9	12	0	3.0	0.0	7	8	2.5	3.5	0	2	1.6	0.9	2	8	6.1	3.5	6	
CQ	COMPUTER PROG. TECH.	67	38	31.1	56.7	0	20	26.9	29.9	0	5	3.5	7.5	0	5	17.6	7.5	7	2	0.2	3.0	0	8	5.6	11.9	0	
CS	MEDICAL TECHNOLOGIST	2	2	89.2	100.0	0	2	31.5	100.0	0	0	10.1	0.0	0	1	14.0	50.0	0	1	0.5	50.0	0	0	6.9	0.0	0	
CT	TECHNICAL ILLUSTRATOR	42	17	35.1	40.5	0	14	33.2	33.3	0	3	3.4	7.1	0	5	19.7	11.9	3	2	0.5	4.8	0	4	9.6	9.5	0	
DA	ADMIN. SUPPORT I	19	18	92.9	94.7	0	4	28.2	21.1	1	2	7.9	10.5	0	1	7.4	5.3	0	0	0.7	0.0	0	1	12.2	5.3	1	
DB	ADMIN. SUPPORT II	523	518	97.0	99.0	0	133	23.9	25.4	0	25	6.7	4.8	10	17	3.9	3.3	3	10	1.9	1.9	0	81	11.4	15.5	0	
DC	RESOURCE MGMT. SUPPORT	20	20	86.3	100.0	0	7	28.4	35.0	0	0	6.4	0.0	1	3	11.6	15.0	0	1	0.6	5.0	0	3	9.8	15.0	0	
DD	INFO/COMPUTER SERV. SUPPORT	64	52	67.1	81.3	0	23	35.8	35.9	0	11	10.6	17.2	0	1	11.3	1.6	6	1	0.4	1.6	0	10	13.5	15.6	0	
EA	MISCELLANEOUS CRAFTS	176	7	4.5	4.0	1	47	28.8	26.7	4	6	4.6	3.4	2	8	4.9	4.5	1	5	3.5	2.8	1	28	15.8	15.9	0	
EC	MAINTENANCE MECHANIC	40	1	5.5	2.5	1	13	34.0	32.5	1	2	5.7	5.0	0	2	7.7	5.0	1	5	1.4	12.5	0	4	19.2	10.0	4	
EJ	MACHINIST	84	3	3.4	3.6	0	16	33.5	19.0	12	2	5.0	2.4	2	4	11.8	4.8	6	3	0.5	3.6	0	7	16.2	8.3	7	
EK	ASSEMBLY SPECIALIST	19	0	6.0	0.0	1	3	13.1	15.8	0	1	2.4	5.3	0	2	1.2	10.5	0	0	1.2	0.0	0	0	8.3	0.0	2	
FD	PRINTER	4	3	24.1	75.0	0	1	32.1	25.0	0	1	7.2	25.0	0	0	10.0	0.0	0	0	0.3	0.0	0	0	14.6	0.0	1	
FF	WAREHOUSE WORKER	60	15	35.7	25.0	6	18	37.8	30.0	5	4	8.4	6.7	1	3	11.5	5.0	4	0	0.5	0.0	0	11	17.4	18.3	0	
FG	PHOTOGRAPHIC SPECIALIST	23	7	36.7	30.4	1	9	29.4	39.1	0	2	6.6	8.7	0	2	9.7	8.7	0	0	0.6	0.0	0	5	12.5	21.7	0	
FH	VEHICLE DRIVER	9	1	8.1	11.1	0	2	35.2	22.2	1	0	11.9	0.0	1	1	5.1	11.1	0	0	1.0	0.0	0	1	17.2	11.1	1	
GA	LABORER/GARDNER	49	2	20.5	4.1	8	17	43.7	34.7	4	1	9.0	2.0	3	3	6.7	6.1	0	0	2	0.6	4.1	0	11	27.4	22.4	2
HA	FIREFIGHTER	27	2	10.3	7.4	1	8	27.0	29.6	0	1	13.1	3.7	3	0	4.2	0.0	1	3	1.3	11.1	0	4	8.4	14.8	0	
HB	PROTECTIVE SERVICE OFFICER	140	4	16.7	2.9	19	59	42.1	42.1	0	20	23.2	14.3	12	13	7.3	9.3	0	2	0.4	1.4	0	24	11.2	17.1	0	
HC	CUSTODIAN	62	36	33.8	58.1	0	21	47.7	33.9	9	2	13.6	3.2	6	10	9.8	16.1	0	9	0.9	0.0	1	9	23.4	14.5	6	
Lab Total		6755	2096			1321	237			489	99			496													

Need* = The number of whole persons needed to have a population equal to availability.

VII. PLACEMENT GOALS (41 CFR §60-2.16)

Placement goals serve as objectives or targets reasonably attainable by means of applying every good-faith effort to make all aspects of the entire affirmative action program work. Placement goals also are used to measure progress toward achieving equal employment opportunity.

LLNL's determination under §60-2.15 that a placement goal is required constitutes neither a finding nor an admission of discrimination. Where, pursuant to §60-2.15, LLNL has established a placement goal for a particular job group, LLNL has established a placement goal equal to the availability figure derived for women or minorities, as appropriate, for that job group.

Goals are flexible hiring targets that LLNL has established to guide its good-faith efforts to eliminate underutilization. Goals are not considered to be quotas that must be met. All employment decisions are made in a nondiscriminatory manner. Goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment on the basis of that person's race, color, religion, sex, or national origin [§60-2.16(e)]. The long-range employment goal at LLNL is full utilization of women and minorities in each job group.

For the purpose of this document, underutilization exists when the number of women or minorities employed is at least one whole person less than expected. Underutilization is defined as "having fewer minorities or women in a particular group than would be reasonably expected given their availability."

Annual placement goals equal to the availability rate are set for job groups in which minorities or women are underutilized by one or more individuals. An annual goal is met if the hiring rate for a particular group within an underutilized job group reflects availability. This annual success may or may not result in reaching the final goal of full representation of minorities and females equal to their availability. A timetable of one year is established to achieve each annual goal. If a goal is not achieved, it is evaluated and reestablished, and where appropriate, additional actions are taken in an attempt to meet the goal in the following year.

The Results of 2001 Placement Goals table and the Placement Goals for 2002 table follow.

§60-2.16 RESULTS OF 2001 PLACEMENT GOALS

JOB GROUP	LAB TOTAL		WOMEN				MINORITIES			
	Pop. 12/31/00	Hires (2001)	Hires	Avail	Hiring %	Goal Met?	Hires	Avail	Hiring %	Goal Met?
AA MANAGEMENT—SCIENTIFIC	259	12	4	10.8%	33.3%		0	11.6%	0.0%	N
AB MANAGEMENT—ADMINISTRATIVE	109	5	3	36.9%	60.0%		0	15.6%	0.0%	
AC SUPERVISOR—TECHNICAL	555	5	1	11.7%	20.0%		0	11.8%	0.0%	
AD SUPERVISOR—CLERICAL	130	3	2	85.4%	66.7%		1	20.4%	33.3%	
AE SUPERVISOR—NONCLERICAL	81	0	0	67.9%			0	17.5%		
AF SUPERVISOR—BLUE COLLAR	68	0	0	5.3%			0	25.7%		
AG SUPERVISOR—SERVICE	44	1	0	13.5%	0.0%	N	0	33.6%	0.0%	N
BA ADMINISTRATOR	551	23	13	57.2%	56.5%		7	22.4%	30.4%	
BB PHYSICIST	547	13	1	11.0%	7.7%	N	2	11.2%	15.4%	
BC CHEMIST/METALLURGIST	172	2	1	26.5%	50.0%		0	19.9%	0.0%	
BD LIFE SCIENTIST	30	1	0	40.2%	0.0%		0	18.6%	0.0%	
BE COMPUTER SCIENTIST	479	57	13	29.6%	22.8%	N	8	19.9%	14.0%	N
EG ENGINEER—MECHANICAL	239	37	5	5.7%	13.5%		7	16.0%	18.9%	
BH ENGINEER—ELECTRONICS	229	26	3	10.0%	11.5%	Y	5	17.9%	19.2%	Y
BJ ENGINEER—MISCELLANEOUS	191	8	0	8.5%	0.0%		1	18.9%	12.5%	
BK TECHNICAL INFO. EDITOR SPEC.	48	4	3	39.6%	75.0%		0	9.3%	0.0%	
BZ ENVIRONMENTAL SCIENTIST	63	3	0	17.1%	0.0%		0	6.9%	0.0%	
CA MECHANICAL TECHNICIAN	21	8	0	10.1%	0.0%		2	22.9%	25.0%	
CB MECHANICAL TECH. SPECIALIST	210	12	0	13.0%	0.0%	N	0	23.4%	0.0%	N
CC ELECTRONICS TECHNICIAN	7	10	0	14.5%	0.0%	N	5	32.7%	50.0%	Y
CD ELECTRONICS TECH. SPECIALIST	91	18	0	9.3%	0.0%	N	2	25.6%	11.1%	N
CE ELECTRONICS FAB. TECHNICIAN	28	4	1	18.7%	25.0%		2	37.1%	50.0%	Y
CI CHEMICAL TECHNICIAN	58	9	1	21.4%	11.1%		5	44.3%	55.6%	Y
CJ ENGINEERING & SCIENCE TECH.	228	18	5	55.9%	27.8%	N	7	35.7%	38.9%	Y
CL ASST. TECHNICAL COORDINATOR	133	5	3	47.1%	60.0%	Y	1	18.0%	20.0%	Y
CM TECHNICAL/SCIENTIFIC COORD.	48	1	0	31.9%	0.0%	N	0	18.7%	0.0%	N
CN TECHNICAL ASSOCIATE—NONENG.	231	12	3	35.7%	25.0%	N	1	20.2%	8.3%	N
CO DRAFTER/DESIGNER	98	10	0	40.4%	0.0%	N	2	26.6%	20.0%	N
CP TECHNICAL ASSOCIATE—ENG.	225	6	0	4.1%	0.0%		0	13.2%	0.0%	N
OQ COMPUTER PROGRAMMING TECH.	65	4	2	31.1%	50.0%		2	26.9%	50.0%	
CS MEDICAL TECHNOLOGIST	2	0	0	89.2%			0	31.5%		
CT TECHNICAL ILLUSTRATOR	43	1	0	35.1%	0.0%		0	33.2%	0.0%	
DA ADMINISTRATIVE SUPPORT I	14	3	3	92.9%	100.0%		0	28.2%	0.0%	
DB ADMINISTRATIVE SUPPORT II	512	53	53	97.0%	100.0%		16	23.9%	30.2%	
DC RESOURCE MGNT. SUPPORT	20	0	0	86.3%			0	28.4%		
DD INFO./COMPUTER SERV. SUPRT	68	2	2	67.1%	100.0%		0	35.8%	0.0%	N
EA MISCELLANEOUS CRAFTS	145	6	0	4.5%	0.0%	N	1	28.8%	16.7%	N
EC MAINTENANCE MECHANIC	40	0	0	5.5%			0	34.0%		
EJ MACHINIST	89	2	0	3.4%	0.0%		1	33.5%	50.0%	Y
EK ASSEMBLY SPECIALIST	20	0	0	6.0%			0	13.1%		
FD PRINTER	4	0	0	24.1%			0	32.1%		
FF WAREHOUSE WORKER	58	6	3	35.7%	50.0%	Y	3	37.8%	50.0%	Y
FG PHOTOGRAPHIC SPECIALIST	28	0	0	36.7%			0	29.4%		
FH VEHICLE DRIVER	9	0	0	8.1%			0	35.2%		
GA LABORER/GARDENER	34	3	0	20.5%	0.0%	N	2	43.7%	66.7%	Y
HA FIREFIGHTER	28	0	0	10.3%			0	27.0%		
HB PROTECTIVE SERVICE OFFICER	156	29	0	16.7%	0.0%	N	11	42.1%	37.9%	N
HC CUSTODIAN	46	14	11	33.8%	78.6%		6	47.7%	42.9%	Y
TOTALS	6554	436	136				100			
GOAL ACCOMPLISHMENT PERCENTAGE						18.8%				45.5%

Placement goals are required for job groups in which the percentage difference between representation and availability equates to at least one whole person. When required, placement goals are the availability rates for women and/or minorities.

■ = Placement goal(s) for women and/or minorities were set for shaded job groups.

Shaded cells left blank had no hires during 2001.

N = Hiring occurred, and placement goals were not met.

Y = Hiring occurred, and placement goals were met.

§60-2.16 PLACEMENT GOALS FOR 2002

12/31/2001 LLNL POPULATION										
JOB GROUPS		Total Lab Pop *	WOMEN				MINORITIES			
			Pop #	Avail %	Rep %	Plcmnt Goal Req'd ?	Pop #	Avail %	Rep %	Plcmnt Goal Req'd ?
AA	MANAGEMENT—SCIENTIFIC	263	35	10.8	13.3	N	23	11.6	8.7	Y
AB	MANAGEMENT—ADMINISTRATIVE	106	53	36.9	50.0	N	19	15.6	17.9	N
AC	SUPERVISOR—TECHNICAL	558	77	11.7	13.8	N	67	11.8	12.0	N
AD	SUPERVISOR—CLERICAL	119	110	85.4	92.4	N	36	20.4	30.3	N
AE	SUPERVISOR—NONCLERICAL	85	43	67.9	50.6	Y	26	17.5	30.6	N
AF	SUPERVISOR—BLUE COLLAR	59	1	5.3	1.7	Y	8	25.7	13.6	Y
AG	SUPERVISOR—SERVICE	51	4	13.5	7.8	Y	11	33.6	21.6	Y
BA	ADMINISTRATOR	557	393	57.2	70.6	N	123	22.4	22.1	Y
BB	PHYSICIST	525	51	11.0	9.7	Y	68	11.2	13.0	N
BC	CHEMIST/METALLURGIST	172	41	26.5	23.8	Y	32	19.9	18.6	Y
BD	LIFE SCIENTIST	29	16	40.2	55.2	N	6	18.6	20.7	N
BE	COMPUTER SCIENTIST	523	130	29.6	24.9	Y	87	19.9	16.6	Y
BG	ENGINEER—MECHANICAL	264	27	5.7	10.2	N	43	16.0	16.3	N
BH	ENGINEER—ELECTRONICS	242	23	10.0	9.5	Y	34	17.9	14.1	Y
BJ	ENGINEER—MISCELLANEOUS	187	23	8.5	12.3	N	40	18.9	21.4	N
BK	TECHNICAL INFO. EDITOR/SPECIALIST	49	32	39.6	65.3	N	8	9.3	16.3	N
BZ	ENVIRONMENTAL SCIENTIST	64	27	17.1	42.2	N	12	6.9	18.8	N
CA	MECHANICAL TECHNICIAN	32	2	10.1	6.3	Y	6	22.9	18.8	Y
CB	MECHANICAL TECH. SPECIALIST	213	10	13.0	4.7	Y	38	23.4	17.8	Y
CC	ELECTRONICS TECHNICIAN	17	0	14.5	0.0	Y	8	32.7	47.1	N
CD	ELECTRONICS TECH. SPECIALIST	92	2	9.3	2.2	Y	11	25.6	12.0	Y
CE	ELECTRONICS FAB. TECHNICIAN	27	6	18.7	22.2	N	6	37.1	22.2	Y
CI	CHEMICAL TECHNICIAN	64	16	21.4	25.0	N	18	44.3	28.1	Y
CJ	ENGINEERING & SCIENCE TECHNICIAN	241	82	55.9	34.0	Y	50	35.7	20.7	Y
CL	ASST. TECHNICAL COORDINATOR	150	56	47.1	37.3	Y	32	18.0	21.3	N
CM	TECHNICAL/SCIENTIFIC COORDINATOR	52	4	31.9	7.7	Y	8	18.7	15.4	Y
CN	TECHNICAL ASSOCIATE—NONENG.	248	59	35.7	23.8	Y	41	20.2	16.5	Y
CO	DRAFTER/DESIGNER	107	13	40.4	12.2	Y	25	26.6	23.4	Y
CP	TECHNICAL ASSOCIATE—ENGINEERING	229	14	4.1	6.1	N	18	13.2	7.9	Y
CQ	COMPUTER PROGRAMMING TECHNICIAN	67	38	31.1	56.7	N	20	26.9	29.9	N
CS	MEDICAL TECHNOLOGIST	2	2	89.2	100.0	N	2	31.5	100.0	N
CT	TECHNICAL ILLUSTRATOR	42	17	35.1	40.5	N	14	33.2	33.3	N
DA	ADMINISTRATIVE SUPPORT I	19	18	92.9	94.7	N	4	28.2	21.1	Y
DB	ADMINISTRATIVE SUPPORT II	523	518	97.0	99.0	N	133	23.9	25.4	N
DC	RESOURCE MGMT. SUPPORT	20	20	86.3	100.0	N	7	28.4	35.0	N
DD	INFO/COMPUTER SERV. SUPPORT	64	52	67.1	81.3	N	23	35.8	35.9	N
EA	MISCELLANEOUS CRAFTS	176	7	4.5	4.0	Y	47	28.8	26.7	Y
EC	MAINTENANCE MECHANIC	40	1	5.5	2.5	Y	13	34.0	32.5	Y
EJ	MACHINIST	84	3	3.4	3.6	N	16	33.5	19.0	Y
EK	ASSEMBLY SPECIALIST	19	0	6.0	0.0	Y	3	13.1	15.8	N
FD	PRINTER	4	3	24.1	75.0	N	1	32.1	25.0	N
FF	WAREHOUSE WORKER	60	15	35.7	25.0	Y	18	37.8	30.0	Y
FG	PHOTOGRAPHIC SPECIALIST	23	7	36.7	30.4	Y	9	29.4	39.1	N
FH	VEHICLE DRIVER	9	1	8.1	11.1	N	2	35.2	22.2	Y
GA	LABORER/GARDENER	49	2	20.5	4.1	Y	17	43.7	34.7	Y
HA	FIREFIGHTER	27	2	10.3	7.4	Y	8	27.0	29.6	N
HB	PROTECTIVE SERVICE OFFICER	140	4	16.7	2.9	Y	59	42.1	42.1	N
HC	CUSTODIAN	62	36	33.8	58.1	N	21	47.7	33.9	Y
TOTALS		6755	2096				1321			

* includes unidentified ethnicity 71
includes unidentified ethnicity 17

Placement goals are required for job groups in which the percentage difference between representation and availability equates to at least one whole person. When required, placement goals are the availability rates for women and/or minorities.

 = Placement goal for women and or minorities required for shaded job groups

N = Placement goal not required

Y = Placement goal required

VIII. ADDITIONAL AA PROGRAM ELEMENTS (41 CFR §60-2.17)

Designation of Responsibility [41 CFR §60-2.17(a)]

The AD for Administration is the LLNL official with overall responsibility for managing and implementing LLNL's Affirmative Action Program. The AADP Director reports to the AD for Administration and carries out the day-to-day management of all aspects of LLNL's Affirmative Action Program, including the internal auditing of AA/EEO systems; the identification of problem areas; the development and implementation of action-oriented programs, including the design of new programs to increase the representation of minorities and women at LLNL and in the scientific community; and the communication of findings and recommendations to the LLNL Director and other executive managers. The AADP Director's sole responsibility is the implementation and management of LLNL's affirmative action compliance activities.

The AADP Director has sufficient personnel and fiscal resources to ensure LLNL's compliance and continued progress towards AA goals. The AADP Director manages a staff of 15 individuals. Also, AADP is assisted in monitoring and implementation efforts by a network of 32 AACs—department administrators representing each of LLNL's major organizational units.

The AADP Director has direct access to the LLNL Director. The AADP Director also consults with the LLNL Director and other senior managers to discuss demographic trends, AA/EEO policy formulation, recruitment, retention, the development of incumbent staff, and other relevant AA/EEO issues and concerns.

Identification of Problem Areas [41 CFR §60-2.17(b)]—Procedures

The Laboratory performs in-depth analyses of its total employment process to determine whether and where impediments to equal employment opportunity exist. In accomplishing this task, the Laboratory evaluates:

(1) Workforce Utilization of Minorities and Women

Quarterly Workforce Utilization Tables, which provide a comparison of women and minority incumbency versus availability for each job group within each directorate, are used to determine whether there are problems of minority or female utilization in any job groups within any organization at LLNL. LLNL also evaluates the distribution of women and minorities in various job titles within a job group.

(2) Personnel Activity

Applicant flow data including the number, race, and gender of applicants, interviewees, hires, employees who are promoted, and employees who are terminated are also reviewed to ensure that selection rates do not exhibit signs of adverse impact. Tables compiled from LLNL's Resumix system and other data provided by human resources specialists are reviewed and tabulated on a quarterly basis for this purpose. If problems are identified through these analyses, they are addressed with the appropriate organizational managers.

(3) Compensation System

Laboratory Directorates review compensation data to ensure nondiscrimination in compensation. If problems are identified, they are corrected within the appropriate organizational unit. Additionally, the salaries and ranking data of LLNL employees are publicly available. Employees may request a salary review, in which compensation is compared with other similarly situated individuals within the organization. LLNL is in the process of developing an institutional compensation review system.

(4) Selection, Recruitment, Referral, and Other Personnel Procedures

Selection, recruitment, referral, and other personnel actions are reviewed as described above (see Personnel Activity) to determine whether these actions result in disparities in the employment or advancement of minorities or women. In particular, adverse-impact analyses (utilizing the 80% rule) are performed for each type of action. If problems are identified, they are addressed with the appropriate organizational managers.

Identification of Problem Areas [41 CFR §60-2.17(b)]—Findings

Utilization of the processes described above for the 12-month period ending on December 31, 2001 has resulted in the following observations:

LLNL's overall population increased by 3.1% (6554 to 6755) during the affirmative action program year. This increase was similarly reflected in an increase of 82 women during this period resulting in a 4.1% increase in the population of women employees. This increase is greater than the overall increase in the LLNL population. The increase of 81 minorities to 1321 represents a similar increase (6.5%) for that population and, in fact, represents a slight increase in minorities as a percentage of the overall LLNL population (from 18.9% to 19.6%). In

summary, the overall representation for women as a percentage of the workforce increased slightly from 30.7% to 31%, while the percentage of minorities edged up by 0.7%.

Despite all of our efforts, LLNL continues to be underutilized in several job groups. For women, LLNL continues to be underutilized in 24 job groups, which is the same number of job groups in which women were underutilized last year. Minorities continue to be underutilized in 25 out of a total of 48 job groups. This number also represents a slight improvement from last year when 26 job groups showed underutilization of minorities.

During this past year, in an effort to address our underutilization of women and minorities in key scientific and technical job groups, we completed an analysis to determine which job groups have both high underutilization in minorities and women (a need for 10 or more individuals in both groups) and significant hiring projections (10 or more positions). Special attention was given to job groups that contained high-leverage, high-impact positions. Additional considerations included historical underutilization trends, local job market competition, and the status of ongoing recruitment/outreach efforts. As a result, the BE (Computer Scientist), CB (Mechanical Technician Specialist), and CJ (Engineering & Science Tech.) job groups were identified as meeting the above stated criteria with significant underutilization of both women and aggregate minorities, as well as significant hiring opportunities.

While reviewing the job groups for underutilization and the projected hires, it was clear that the Computation Directorate—with its projection of 30 hires in the BE job group and 20 in the CJ job group—should be included in this special effort. In addition, for the CB job group, the Engineering Directorate should be included with its 10 projected hires.

Reviews of personnel actions, compensation, and applicant flow data did not reveal any significant findings of problematic areas. Data summarizing the numbers of hires, promotions, and terminations are provided in Appendix A.

Action-Oriented Programs [41 CFR §60-2.17(c)]

LLNL has developed and executed action-oriented programs designed to correct any problem areas identified pursuant to §60-2.17(b). The goals and objectives of these programs are to inform potential women and minority applicants of the employment opportunities at LLNL, support the training and development of women and minorities for current and future LLNL employment opportunities, and assure the continued excellence and diversity of LLNL's current and future workforce. As an Equal Opportunity Employer, these action-oriented programs—along with all other programs, events, and activities sponsored and supported by LLNL—are open to all employees and interested populations regardless of sex or ethnicity.

The first set of tables (the following six pages) contains a listing of the various action-oriented programs, events, and activities supported by LLNL during calendar year (CY) 2001. Along with the name of the program and the type of effort, we have also recorded the job group the action was intended to address. The second set of tables shows planned actions for CY 2002.

Action-Oriented Programs (completed during calendar year 2001)

LLNL's "Good Faith" efforts, including outreach/recruiting, succession planning and development efforts, were undertaken to address specific workforce underutilization and/or to remedy identified equal employment opportunity problem areas, and the related targeted population (Female, American Indian, Asian, Black, and Hispanic) where underutilization or an identified problem exists.

EVENT CATEGORY	EVENT NAME	JOB GROUP
ACADEMIC COLLABORATIONS & SCHOLARSHIPS		
	Advanced Simulation and Computing (ASCI) Pipeline and Pals	All
	Apple Seed Cluster Pilot	All
	COOP: Cooperative Education Program	All
	Diné College MOA	All
	Jackson State University—Sole Source Agreement	BE, CJ
	NASA-Funded Grant @ Florida A&M University	BB
	NASA-Funded Grant @ So. Carolina State University	BB
	Northern Arizona University	BB
	Research and Collaboration Program (RCP) with Historically Black Colleges and Universities and Minority Institutions (HBCU/MI)	BB, BE
	SEP: Scholar Employment Program	BB, BE, CJ
	Stanford University—CISAC	All
	System Administration Computer Support (SACS) SND Pilot with Las Positas College	All
	UC Berkeley	BB
	UC Davis	BB, BJ, BE
	UC Davis—Department of Applied Science	BB, BE
	UC Irvine	BB
	UCLA—Large-Area Plasma Device Laboratory	All
	UC San Diego	BB
	UC Santa Cruz	BB
	University of Michigan	BB
	University of the Pacific—Computer Science Fellowship Program	BE
ADVERTISING: PRINT MEDIA		
	ANG: Alameda Newspaper Group	BA
	<i>California Psychologist</i>	All
	<i>Contra Costa Times</i>	All
	LLNL Web Pages	All
	<i>Modesto Bee</i>	All
	<i>National Psychologist</i>	All
	<i>Oakland Tribune</i>	HA
	<i>Physics Today</i>	All
	<i>Sacramento Bee</i>	All
	<i>San Francisco Chronicle</i>	All
	<i>San Francisco Examiner</i>	All
	<i>San Jose Mercury News</i>	BA, BE
	<i>Santa Rosa Press Democrat</i>	All
ADVERTISING: INTERNET		
	ASM: American Society for Microbiologists	BZ
	Career Builders	BE
	Monster.com	BB
	Physics Today	All
	STC Web site, LLNL Web site	BE, CJ, CN
	Techies.com	BE, CJ, CN
DIVERSITY AWARENESS		
	African-American Lecture Series Spotlights Chemtrack	All
	American Indian Month	All
	Asian Pacific Heritage Month	All
	Black History Month	All
	Brown Bag Workshop on Gen. Gordon's Talk on Diversity	All

	Cancer Awareness Campaign	All
	Directorate Diversity Group	All
	Disability Awareness	All
	Diversity Day on the Greens	All
	Diversity Day—Oakland High Seniors	BJ, BZ
	Diversity Forum	All
	Diversity Speaker Series	All
	Gay Pride Month	All
	General Gordon's Talk on Diversity within the NNSA	All
	Hispanic Heritage Month	All
	Hispanic Heritage Lecture on Public Broadcasting in the Digital Age	All
	LGBTQ Representative Presentation to Outside Companies	All
	Martin Luther King, Jr. Day Observance	All
	Meeting with Jeremy Wu, DOE Ombuds	All
	Veterans/Memorial Day Observances	All
	Women's History Month	All
INCUMBENT STAFF DEVELOPMENT		
	AE Briefing	AC, BA, BB, DB
	African-American Management Program	All
	American Management Association Administrative Professionals Conference	DB
	American Physical Society (APS) Annual Meeting	AA, AC, BB, CJ
	Area Access Requestor Authority Briefing	AA, AC, AD, AE, BA, BD, CJ, DB
	Assertive Communication	DB
	Bradford Project Management	All
	Chicken Soup for Administrative Professionals	AD, DB
	Computation Developing Leaders	AC, AD, AE, BA, BE, CN
	Computation Emerging Leaders	AC, AD, AE, BA, BE, CN
	Conference for Administrative Professionals	DB
	CSU Hayward—Bachelor's Degree Program	DB
	CSU Stanislaus—Bachelor's Degree Program	DB
	Delegation	BA, DB
	Directorate Administrative Seminars	All
	Directorate Colloquiums	All
	DOE Germantown and Washington, D.C. Tour	AD
	Employment Law	AC, AD, AE, DB
	Engineering Leadership Development Program	BG, BH
	Exercising Influence: Building Relationships	AC, DB
	Gender Diversity	AA, AB, AC, AD, BA, BB, BE, CQ, CT, DA, DB
	Grammar Too: Language Skills Workshop Sequel	DB
	Hand Carry Authority	AC, BA, BB, DB
	How to Handle Difficult People	DB
	How to Handle People with Tact & Skill	BB
	Human Resources Laboratory at Ojai	All
	Interpersonal Problem Solving	BE, DB
	JOWOG	BB, BJ
	Laboratory-Sponsored French-Language Course	All
	Laboratory-Sponsored Russian-Language Course	BB
	Language Skills Workshop: Grammar Essentials	AC, DB
	Las Positas College—Associate's Degree Program	DB
	Leadership Development Program/AMA	BA, BB
	LEAP: Leadership Education for Asian Pacifics	BJ, BB
	Listening—The Key to Effective Communication	DB
	LLLWA Scholarship Award Participation	DB
	LLNL Mentoring Programs	All
	LLNL Mentoring Programs: HCD Mentoring Program	All
	LLNL Ombuds Program	All
	Management Institute Training	AA, AC, BC, BJ, BG, BH
	Management Training for New Managers	AA, AB, AD
	Managing Disagreements Constructively	AD, BA
	Managing Stress and Disagreement	BB
	Managing the Moment	AD, DB
	Nevada Test Site Tour	AC, BB, DB
	NOBChE	BC, BJ
	NSIE	AB

	Nuclear Explosives Design Physics Conference	AA, AC, AD, BB, BJ, DB
	Nuclear Weapons Familiarization Seminar	AA, AC, AD, BB, BJ, DB, BA, BC
	Nuclear Weapons Refresher Training	BB
	Power of Positive Criticism	AB
	Professional Development Seminar for Admin.	DB
	Professional Research & Teaching Leave	All
	Proofreading for Success	DB
	Science Computations 2000	BB, BE
	Self-Management of Stress	AD, BA, CJ
	Seven Habits of Highly Effective People	BA, BB, BE, DB, DC
	Society of Women Engineers	BJ
	St. Mary's—Bachelor's Degree Program	DB
	Stockpile Assessment Conference	BB, BE
	Stress & Work Life Balance	DB
	Supervision I: Roles, Responsibilities, & Resources	All
	Supervision II: People, Performance, & Problem Solving	All
	Survey of Weapons Development & Technologies	BB
	Technical Editor/Writer Training Program	BK
	Technical/Administrative Leadership Dev. Program	BA, CB, CO, CD, CP, DB, EK
	Teller Award Recipients	BB
	The Conference for Assistants	DB
	The Craft of Scientific Writing	BB
	The Leader's Voice	AD, BB
	ToastMasters	All
	UCLA—Engineering & Management Program	BB, BJ
	UCLA—Management Leadership Program	AA, AB, AC, AD, AE, BB, BD, BE, BG, BH, CJ, CP
	UCLA—Technical Management Program	AD, BA, BB, BE, BG, BH, CP
	University of San Francisco—Bachelor's Degree Program	BA
	University of San Francisco—Master's Degree Program	CJ
	University of San Francisco—Women's Leadership Conference	AB
	WITI	BJ
	Women in Leadership Conference, Linkage Inc.	BA, BC, BJ, BG, BH
	Women's Leadership Group	AB, AD, BA, BB, BJ, CJ, CN, CQ, CT, DA, DB, DD
	Write On! A Clear-Cut Approach to Effective Writing	BA, DB
	Writing PAs	AD, DB
PROFESSIONAL MEMBERSHIPS & AFFILIATIONS		
	AIAA	BB, BE
	American Academy of Petroleum Geologists (AAPG)	BZ
	American Association for the Advancement of Science (AAAS)	BB, BE
	American Association of University Women	BE
	American Chemical Society	BC
	American Geological Society (AGS)	BZ
	American Geophysical Union (AGU)	BZ
	American Nuclear Society	CJ
	American Society of Mechanical Engineers (ASME)	BG, BJ
	American Society for Microbiologists (ASM)	BZ
	APS	BB
	ASTD	BA
	CAERP	BA
	California Council of Geological Organizations (CCGO)	BZ
	Export Control Classification Organization (ECCO)	AC, BA, BB, BC, BD, BJ
	Geochemistry Society	BC
	Geological Society of America	BB
	Health Physics Society	BB
	Industrial Hygiene Society	CJ
	MAES	BG, BH
	Management Skills Assessment Program (MSAP)	AD
	National Classification Management Society (NCMS)	AC, BA, BB, BC, BD, BJ
	National Society of Black Engineers (NSBE)	All
	Northern California Geological Society	BZ
	Project Management Institute	BZ
	Registered Environmental Assessor	BZ
	Sacramento Petroleum Association	BZ
	SHRM	BA

	Sigma Xi	BB, BC, BJ, BZ
	Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)	BB
	Society of Exploration Geophysics	BZ
	Society of Hispanic Professional Engineers (SHPE)	BB
	SPIE	AA, AC, BB, BJ
	SWE	BB, BG, BH
	WITI	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
OUTREACH		
	2001 Tri-Valley Science & Engineering Fair	All
	AISES	CP, CD
	Council of Energy Resource Tribes	All
	Engineering Admin. Outreach Program (see Diné College)	DB
	Explorers Club	BZ
	Expanding Your Horizons	BB
	Harvest Park Middle School	
	Livermore High School Presentation – Career Center Activities	BB
	LLNL Postdoc Fellowship	All
	LLNL Summer Employment Program	All
	LLNL's Hearing-Impaired Network	BB
	Massachusetts Institute of Technology—Educational Counseling	ALL
	National/Regional Science Fair (Jr. & Sr. High)	BB, BC, BJ, BZ
	NSBP (Undergraduate Scholarship Program)	BB
	Postdoctoral Coordinator	All
	Public School Presentations	All
	Science Day Fair	All
	Science on Saturday	All
	SF Council of Girl Scouts of America (Math & Science Career Day)	BB, BC, BE, BJ
	Society of Hispanic Professional Engineers (SHPE)	BG, BH
	Teller Institute (Teachers' Science Workshops)	BB, BC, BZ
	Undergraduate Summer Institute Program in Applied Science	BB
OUTREACH & RECRUITING: CAMPUS INTERVIEWS & JOB/CAREER FAIRS		
	AGU Annual Meeting	BB, BC
	Alabama A&M—Career Fair	All
	Alameda County Veterans Job Fair	All
	American Nuclear Society (ANS)/Texas A&M Student Conference	AA, AC, BB, BC, BD, BE, BG, BH, BJ, CJ
	APS Annual Meeting	AA, AC, BB, CJ
	Black Engineer of the Year Awards Conference	BE, BG, BH, BJ
	BrassRing High-Tech Career Fair	BE, BG, BH, BJ
	Brigham Young University—Career Fair	All
	Cal Poly—Career Fair	BE, BG, BH, BJ
	Cal Poly—Career Symposium	BE, BG, BH, BJ
	Cal Poly—ME Department Senior Banquet	BE, BG, BH, BJ
	Carnegie Mellon University—Campus Interview	BE, CJ, CN
	Carnegie Mellon University—TOC 2001	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	CISCO Job Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Conference on Lasers & Electro-Optics 2001 (CLEO)	BH, BJ, CC, CD
	Comp./Eng. Job Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	CSU Chico—Info. Session/Campus Interview	BE, CJ, CN
	CSU Hayward—Career Day	All
	CSU Sacramento—Career Day/Campus Interview	BE, BG, BH, BJ, CJ, CN
	Engineering Administrative Outreach Program	DA, DB
	Engineering Summer/Scholar Program	All
	Georgia Institute of Technology—Career Fair	BE, BG, BH, BJ
	Go Figure—Mathematical Challenge	All
	Government Agencies	BA, BB
	Harvey Mudd College—Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Hewlett-Packard Job Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ

	Hewlett-Packard Job Fair—Cupertino	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Hewlett-Packard Job Fair—Roseville	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Hosted—Wofford College	BE
	INEEL Job Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Intelligence Community	BA, BB
	Jackson State University—Career Fair	All
	Jackson State University—Cluster Conference	BE, CJ, CN
	Jackson State University—External Advisory Information Sessions/Campus Interviews	BE, CJ, CN
	Las Positas College—Networking & Career Day	All
	Las Positas College—Networking Talk	All
	Literacy Project—EBSTC	All
	MAES Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Massachusetts Institute of Technology—Career Day/Campus Interview	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ, CJ, CN
	Massachusetts Institute of Technology—Fall 2001 Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Massachusetts Institute of Technology—Internship Program	BG
	Massachusetts Institute of Technology—Tau Beta Pi Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	NOBCCChE	AA, AC, BC, BJ
	Non Commissioned Officers Association (NCOA) Job Fair (Hickam AFB, HI)	All
	Non Commissioned Officers Association (NCOA) Job Fair (San Diego, CA)	All
	Non Commissioned Officers Association (NCOA) Job Fair (Tacoma, WA)	All
	Northern Arizona University—Career Day/Campus Interview	BE, CJ, CN
	NPSC	XX
	NSBE	BG, BH
	Other National Laboratories/Agencies	AA
	Purdue Industrial Roundtable	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	Purdue University—Career Day/Campus Interview	BE, CJ, CN
	Richard Tapia 2001 Symposium	BE
	Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	San Jose State University—Career Day/Campus Interview	BE, CJ, CN
	Society of Hispanic Professional Engineers (SHPE)—NTCC 2001	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Silicon Valley High-Tech Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	Southern University and A&M College	BB, BJ
	Southern University—Career Day	All
	Southern University—DOE/EPSCoR Conference	All
	SPIE Annual Meeting	AA, AC, BB, BJ
	Stanford University—Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	UC Berkeley—Career Day/Campus Interview	BE, CJ, CN
	UC Berkeley—Eta Kappa Nu Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	UC Davis—Career Day/Campus Interview	BE, CJ, CN
	UC Davis—Internship & Career Fair	BB, BC, BD, BE, BG, BH, BJ, BZ
	UCLA—Engineering & Technical Career Fair	BB, BC, BD, BE, BG, BH, BJ, BZ
	UC San Diego—Career Day/Campus Interview	BE, CJ, CN
	UC San Diego—Engineering Research Review	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	UC Santa Barbara—Campus Interview	BE, CJ, CN
	UC Santa Barbara—Science & Technical Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	UC Santa Barbara—SWE Evening with Industry	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Arizona—Industrial Affiliates Workshop	All
	University of Arizona—Industrial Affiliates Workshop	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Arizona—Info. Session/Campus Interviews	BE, CJ, CN
	University of Colorado, Boulder—Career Day	BE, CJ, CN

	University of Illinois—Engineering Expo 2001	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Illinois, Urbana/Champaign—Career Day/Campus Interview	BE, CJ, CN
	University of Michigan, Ann Arbor—Campus Interview	BE, CJ, CN
	University of Michigan—Career Day	BE, CJ, CN
	University of Michigan—SWE Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	University of the Pacific—Career Day/Campus Interview	BE, CJ, CN
	University of Utah—Campus Interview	BE, CJ, CN
	University of Wisconsin—Info. Session/Campus Interview	BE, CJ, CN

Action-Oriented Programs (planned for calendar year 2002)

LLNL's "Good Faith" efforts, including outreach/recruiting, succession planning and development efforts, were undertaken to address specific workforce underutilization and/or to remedy identified equal employment opportunity problem areas, and the related targeted population (Female, American Indian, Asian, Black, and Hispanic) where underutilization or an identified problem exists.

EVENT CATEGORY	EVENT NAME	JOB GROUP
ACADEMIC COLLABORATIONS & SCHOLARSHIPS		
	Advanced Simulation and Computing (ASCI) Pipeline and Pals	BE, CJ, CN
	Apple Seed Cluster Pilot	BE, CJ, CN
	ASCI/NAU Jr. Capstone Program	All
	Cooperative Education Program (COOP)	All
	Diné College—MOA	BE
	Jackson State University—Sole Source Agreement	BE, CJ, CN
	Lawrence Fellowships	BC, BG, BH, BJ
	NASA-Funded Grant @ Florida A&M University	BB
	NASA-Funded Grant @ So. Carolina State University	BB
	NOBCCHE—Jim Evans Scholarship	BC, BJ
	Northern Arizona University—Summer Students	BC, BG, BH, BJ
	NPSC—Graduate Students	BC, BG, BH, BJ
	Research and Collaboration Program (RCP) with Historically Black Colleges and Universities and Minority Institutions (HBCU/MI)	BB, BE
	Scholar Employment Program (SEP)	BB, BE, CJ, CN
	Stanford University—CISAC	All
	System Administration Computer Support (SACS) SND Pilot with Las Positas College	All
	UC Berkeley	BB
	UC Davis	BB, BJ, BE
	UC Davis—Department of Applied Science	BB, BE
	UC Irvine	BB
	UCLA—Large-Area Plasma Device Laboratory	All
	UC Merced	BB
	UC San Diego	BB
	UC Santa Cruz	BB
	University of Alabama	BE
	University of Michigan	BB
	University of the Pacific—Computer Science Fellowship Program	BE
ADVERTISING: PRINT MEDIA		
	IEEE	BE
	LLNL Web Pages	All
	<i>Physics Today</i>	All
	<i>San Francisco Chronicle</i>	BE
	<i>San Francisco Examiner</i>	BE
	<i>San Jose Mercury News</i>	BE
	<i>Contra Costa Times</i>	BE
ADVERTISING: INTERNET		
	Career Builders	BE
	Monster.com	BB
	Physics Today	All
	Techies.com	BE, CJ, CN

DIVERSITY AWARENESS		
	American Indian Month	All
	Asian Pacific Heritage Month	All
	Black History Month	All
	Cancer Awareness Campaign	All
	Directorate Diversity Group	All
	Disability Awareness	All
	Diversity Day on the Greens	All
	Diversity Forum	All
	Diversity Speaker Series	All
	Gay Pride Month	All
	Hispanic Heritage Month	All
	Martin Luther King, Jr. Day Observance	All
	Veterans/Memorial Day Observances	All
	Women's History Month	All
INCUMBENT STAFF DEVELOPMENT		
	African American Leadership Training	All
	American Management Association Administrative Professionals Conference	DB
	California Governor's Conference for Women	AD, DB
	Directorate Administrative Seminars	All
	Directorate Administrative Seminars	All
	Directorate Colloquiums	All
	DOE Germantown and Washington, D.C. Tour	AD
	Engineering Leadership Development Program	BG, BH
	French Meetings	AD, BJ, DB
	Human Resources Laboratory at Ojai	All
	JOWOG	BB, BJ
	Laboratory-Sponsored French-Language Course	All
	Laboratory-Sponsored Russian-Language Course	BB
	Las Positas College—Associate's Degree Program	DB
	Latino Leadership Education and Development Program (LLEAD)	All
	Leadership Education for Asian Pacifics (LEAP)	All
	LLLWA Scholarship Award Participation	DB
	LLNL Mentoring Programs	All
	LLNL Mentoring Programs: HCD Mentoring Program	All
	LLNL Ombuds Program	All
	Management Institute	AA, BC, BG, BH, BJ
	Nevada Test Site Tour	AC, BB, DB
	NOBCCChE	BC, BJ
	Nuclear Explosives Design Physics Conference	AA, AC, AD, BB, BJ, DB
	Nuclear Weapons Familiarization Seminar	AA, AC, AD, BB, BE, BJ, DB
	Professional Research & Teaching Leave	All
	Seven Habits of Highly Effective People	BA, DC
	Supervision I	All
	Supervision II	All
	SWE Conference	BG, BH, BJ
	Technical/Administrative Leadership Dev. Program	BA, CB, CO, CD, CP, DB, EK
	Technical Editor/Writer Training Program	BK
	The Leadership Challenge	AD, BB
	UC Davis	BZ
	UCLA—Management Leadership Program	All
	UCLA—Technical Management Program	AD, BA, BB, BG, BH, CP
	University of San Francisco—Bachelor's Degree Program	BA
	WITI	BG, BH, BJ
	Yucca Mountain and Nevada Office Tour	DA, DB

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS		
	American Association for the Advancement of Science (AAAS)	BE, CJ, CN
	American Association of University Women	BE, CJ, CN
	American Chemical Society	BC
	American Geophysical Union	BB, BC
	American Indian Science and Engineering Society (AISES)	BE, CJ, CN
	American Institute of Aeronautics and Astronautics (AIAA)	BE, CJ, CN
	APS	AA, AC, BB, CJ
	Geochemistry Society	BC
	Geological Society of America	BB
	National Society of Black Engineers (NSBE)	BE, CJ, CN
	Science on Saturday	
	SEG	BB
	Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)	BE, CJ, CN
	Society of Hispanic Professional Engineers (SHPE)	BE, CJ, CN
	Society of Mexican American Engineers and Scientists (MAES)	BE, BG, BH, CJ, CN
	SPIE	BB
	SWE	BB, BE, BG, BH, CJ, CN
OUTREACH		
	2002 Tri-Valley Science & Engineering Fair	All
	AISES	CP, CD
	Council of Energy Resource Tribes	All
	Digital Divide Consortium	BE, CJ, CN
	Engineering Summer/Scholar Program	All
	Expanding Your Horizons	All
	Las Positas College—Networking & Career Day	All
	Literacy Project—EBSTC	All
	Livermore High School Presentation—Career Center Activities	BE
	LLNL Summer Employment Program	All
	LLNL's Hearing-Impaired Network	BB
	Massachusetts Institute of Technology—Internship Program	BG
	Public School Presentations	All
	Society of Hispanic Professional Engineers (SHPE)	BG, BH
	Student Employment Outreach	All
	Undergraduate Summer Institute Program in Applied Science	BB
OUTREACH & RECRUITING: CAMPUS INTERVIEWS & JOB/CAREER FAIRS		
	AGU Annual Meeting	BB
	APS Annual Meeting	AA, AC, BB, CJ
	BrassRing High-Tech Career Fair	BE, BG, BH, BJ
	Brigham Young University—Info. Session/Campus Interview	BE, CJ, CN
	Cal Poly—Career Symposium	BE, BG, BH, BJ
	Cal Poly—ME Department Senior Banquet	BE, BG, BH, BJ
	Cal Poly—SWE Evening with Industry	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	California Institute of Technology—Career Day	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Carnegie Mellon University—Campus Interview	BE, CJ, CN
	Carnegie Mellon University—TOC 2002	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Conference on Lasers & Electro-Optics 2002 (CLEO)	BH, BJ, CC, CD
	CSU Chico—Info. Session/Campus Interview	BE, CJ, CN
	CSU Sacramento—Career Day/Campus Interview	BE, CJ, CN
	DeVry Institute—Career Fair	BE, CJ, CN
	Engineering Administrative Outreach Program	DA, DB
	Georgia Institute of Technology—Career Fair	BE, BG, BH, BJ
	Government Agencies	BA, BB
	Harvey Mudd College—Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ

	Intelligence Community	BA, BB
	Jackson State University—Cluster Conference	BE, CJ, CN
	Jackson State University—External Advisory Information Sessions/Campus Interviews	BE, CJ, CN
	Las Positas College—Networking & Career Day	All
	Massachusetts Institute of Technology—Career Day/Campus Interview	BE, CJ, CN
	Massachusetts Institute of Technology—Fall 2002 Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Massachusetts Institute of Technology—Tau Beta Pi Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Non Commissioned Officers Association (NCOA) Job Fair (Hickam AFB, HI)	All
	Non Commissioned Officers Association (NCOA) Job Fair (San Diego, CA)	All
	Non Commissioned Officers Association (NCOA) Job Fair (Tacoma, WA)	All
	Northern Arizona University—Career Day/Campus Interview	BE, CJ, CN
	Other National Laboratories/Agencies	AA
	Purdue Industrial Roundtable	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	Purdue University—Career Day/Campus Interview	BE, CJ, CN
	San Jose State University—Career Day/Campus Interview	BE, CJ, CN
	Society of Hispanic Professional Engineers (SHPE)—NTCC 2002	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Society of Mexican American Engineers and Scientists (MAES) Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	Silicon Valley High-Tech Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	SPIE Annual Meeting	AA, AC, BB, BJ
	Stanford University—Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	Stockton Job Fair	HB
	SWE	BB, BG, BH
	SWE National Convention	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	UC Berkeley	All
	UC Berkeley—Career Day/Campus Interview	BE, CJ, CN
	UC Berkeley—Eta Kappa Nu Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	UC Davis	
	UC Davis—Career Day/Campus Interview	BE, CJ, CN
	UC Davis—Department of Applied Science Program	BB, BC, BD, BE, BG, BH, BJ, BZ
	UC Davis—Internship & Career Fair	BB, BC, BD, BE, BG, BH, BJ, BZ
	UC Irvine	
	UCLA—Engineering & Technical Career Fair	BB, BC, BD, BE, BG, BH, BJ, BZ
	UC San Diego—Career Day/Campus Interview	BE, CJ, CN
	UC San Diego—Engineering Research Review	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	UC Santa Barbara—Science & Technical Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	UC Santa Barbara—SWE Evening with Industry	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Arizona—Industrial Affiliates Workshop	All
	University of Arizona—Industrial Affiliates Workshop	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Arizona—Info. Session/Campus Interviews	BE, CJ, CN
	University of Illinois—Engineering Expo 2002	AA, AC, BB, BC, BD, BE, BG, BH, BJ
	University of Illinois, Urbana/Champaign—Career Day/Campus Interview	BE, CJ, CN
	University of Michigan, Ann Arbor—Info. Session/Campus Interview	BE, CJ, CN
	University of Michigan—Career Day	BE, CJ, CN
	University of Michigan—SWE Career Fair	AA, AC, BB, BC, BD, BE, BG, BH, BJ, BZ
	University of New Mexico	BE

	University of the Pacific	BE
	University of the Pacific—Career Day/Campus Interview	BE, CJ, CN
	University of the Pacific—Job & Internship Fair	BC, BE, BG, BH, BJ
	University of Utah—Campus Interview	BE, CJ, CN
	University of Virginia	BE, CJ, CN
	University of Wisconsin—Info. Session/Campus Interview	BE, CJ, CN
	WITI Annual Conference	BB, BE, CJ

Action-Oriented Programs [41 CFR §60-2.17(c)] (cont.)

As is evident from the preceding lists, LLNL participates in a wide array of activities that support local and national community-action and service programs to improve employment opportunities for women and minorities. These outreach activities are intended to assist in meeting immediate utilization needs as well as future needs. These efforts are in addition to other efforts to reach the broadest population to ensure that all employment pools are diverse and representative of the population availability in specific career areas. In addition to these efforts, there are several programs that receive institutional support and are equally available to all interested LLNL employees. These programs include the following:

AMERICAN INDIAN PROGRAM

The LLNL American Indian Program (AIP), a Secretary of Energy initiative, provides national leadership, identifies resources, facilitates collaborations, and launches technological initiatives in support of the Department of Energy's (DOE's) mission to support its American Indian Policy.

In addition, AIP provides the opportunity for the growth and development of American Indian employees at LLNL, particularly in the fields of science and engineering. To achieve these goals, AIP has six objectives:

- Increase the number of American Indian employees at LLNL, and assist them in pursuing career advancement.
- Define the current issues of American Indian employees, and design programs to address those concerns.
- Participate in community activities, and provide educational opportunities and technical support to external organizations that encourage careers in science and engineering for American Indians.
- Develop and maintain communications and collaborative efforts with American Indian organizations and tribes.
- Educate Laboratory employees about American Indian values and culture.
- Support and increase the number of American Indian students currently pursuing careers in the sciences and engineering-related fields.

DIVERSITY DIALOGUE GROUPS

Diversity Dialogue Groups help fulfill LLNL's vision of building an environment where each employee can work to his or her full potential. Artificial barriers created by gender, ethnic, and other differences must be removed to promote effective teamwork. One of the effective and proven methods to learn about differences is through Diversity Dialogue Groups. In Dialogue Groups, participants engage in open and frank discussions about individual perceptions of differences. Dialogue Groups are small, heterogeneous groups of seven to nine individuals who meet on a regular basis to learn about differences through dialogue. The Dialogue Group process helps build trust and understanding between individuals and groups. As individual employees and teams are strengthened, the organization as a whole is strengthened and becomes more productive. To be the most effective and to maximize learning about differences, Dialogue Groups should be multicultural, have a good gender mix, and have members representing different occupational classifications, organizational levels, and functions. Ultimately, Dialogue Groups are expected to play a key role in helping to create a work environment receptive to the contributions of women, minorities, and all other members of the workforce.

DIVERSITY FORUM

The LLNL Diversity Forum was established to provide a vehicle for improved communication of institutional and directorate diversity efforts occurring throughout LLNL. LLNL management recognizes that workplace cultures vary among the directorates and that to be effective, diversity efforts must address the specific needs of the directorate workforce and be supported by line management. The goal of the forum, therefore, is to encourage the proliferation of directorate-sponsored, directorate-specific diversity efforts by discussing the status of institutional and directorate diversity initiatives. Forum participants share and generate ideas, share problems, assess overall effectiveness of diversity programs and activities, emulate successful programs, and modify or terminate unsuccessful ones. The forum also helps facilitate the implementation of institutional diversity programs and activities as appropriate. This information allows AADP to better support individual directorate activities and permits directorates to more effectively participate in institutional diversity efforts. Forum members include representatives from each directorate, the various employee networking groups, AADP, and Human Resources.

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

The objective of the Historically Black Colleges and Universities (HBCUs) Program is to strengthen LLNL's recruitment and outreach efforts toward African Americans in the science

and engineering job classifications, which are part of the AA, AC, BB, BC, BD, BE, BG, BH, BJ, and BZ job groups. LLNL utilizes two major programmatic thrust areas to achieve this goal:

- (1) The Research Collaborations Program (RCP) works to establish research collaborations involving HBCU faculty, HCBU students, and several LLNL directorates.
- (2) The Science and Engineering Alliance (SEA) is focused on developing long-term institutional support and relationships between LLNL and four HBCU institutions.

In addition, LLNL supports a number of smaller HBCU initiatives. LLNL's HBCU outreach efforts are managed by the University Relations Program (URP) and by AADP.

LEADERSHIP/CAREER DEVELOPMENT TRAINING

AADP sponsors leadership/career development training for high-potential minority and female employees through a variety of programs. These programs include participation in Leadership Education for Asian Pacifics, Inc. (LEAP) and the American Management Association (AMA) Leadership Training for African Americans, attendance at various professional conferences, and sponsorship of the LLNL Technical and Professional Women's Symposium.

LLNL CAREER CENTER

The LLNL Career Center offers a wide range of services and resources to LLNL employees. Career development is the responsibility of each individual employee, but the center provides information and guidance to help individuals and management meet the demands of LLNL's evolving mission and changing workforce. LLNL employees are encouraged to use its services, as well as the services provided by other divisions in Human Resources, in order to remain competitive in their current positions and to be prepared to take on more challenging future assignments.

PROFESSIONAL DEVELOPMENT MENTORING PROGRAM

Mentoring has been identified as a key strategy for developing and retaining diverse talent and increasing employee productivity and effectiveness.

The Professional Development Mentoring Program (PDMP) is a facilitated institutional program that provides access to mentoring for all interested employees. It was originally designed to reach employees who may not have been able to benefit from existing spontaneous mentoring efforts or whose needs may not be met in a directorate-specific program. PDMP is an outgrowth of previous mentoring efforts sponsored by AADP. PDMP differs from the previous

programs in several ways. New features, which include many “best practices” from other nationally recognized programs, have been added.

PDMP’s objectives are to foster career growth; develop professional and cross-cultural competencies of mentors and protégés; increase the effectiveness of knowledge exchange across levels, disciplines, and cultures; improve the utilization of LLNL’s knowledge assets of more senior-level employees; enhance the potential of more junior-level employees and new-hire employees to contribute; and broaden perspectives about lifelong learning. In particular, this program is expected to improve the promotional opportunities of women, minorities, and all other program participants.

EMPLOYMENT PROGRAMS

Employment programs support LLNL’s commitment to the continued development of a representative workforce. These programs provide LLNL-relevant training and work experience to minorities, women, veterans, and persons with disabilities. The programs are divided into three categories: Career-Oriented Programs, Work-Experience Programs, and Student Work-Experience Programs.

EMPLOYEE NETWORKING GROUPS

LLNL, through AADP, sponsors employee networking groups (ENGs), which reflect a broad cross section of the diversity represented within LLNL’s workforce and the nation as a whole. Currently, there are seven ENG groups:

- American Indian Activity Group (AIAG)
- Amigos Unidos Hispanic Activity Group (AUHAG)
- Asian Pacific American Council (APAC)
- Association of Black Laboratory Employees (ABLE)
- Lawrence Livermore Armed Forces Veterans Association (LLAFVA)
- Lawrence Livermore National Laboratory Women’s Association (LLLWA)
- Lesbian/Gay/Bisexual/Transgender Association (LGBTGA)

These groups, when hosting activities cosponsored by AADP, act in an official LLNL capacity. Therefore, all ENG officers must be LLNL career-indefinite employees. General membership requirements for nonofficers, including participation at ENG events, shall be determined by each ENG, in accordance with other applicable LLNL and UC policies and procedures.

AADP interacts with LLNL's ENGs to foster strong working relationships with the groups represented by these associations. AADP provides funds to these groups to promote cultural awareness. AADP also provides matching scholarship funds to eligible federally protected groups.

AADP's primary diversity objectives include helping to promote inclusion, awareness, understanding, and mutual respect within LLNL's workforce. An initial and fundamental step in achieving these goals involves increasing awareness of groups not represented by the dominant culture. Partnering with ENGs to gain insights and help educate the workforce on cultural issues and concerns of the ENGs' broader constituencies will improve AADP's effectiveness in this area.

American Indian Activity Group

The American Indian Activity Group (AIAG) promotes awareness and appreciation of Native American culture by conducting special cultural/ethnic events within LLNL and/or local communities. AIAG also promotes higher education for American Indian students through scholarship awards and involvement with the American Indian Science and Engineering Society (AISES).

Amigos Unidos Hispanic Activity Group

The mission of the Amigos Unidos Hispanic Activity Group (AUHAG) is to provide a leadership role that promotes the achievement of professional and personal excellence for all LLNL employees through career development, diversity, and community outreach. The group is committed to educating and mentoring LLNL colleagues to meet challenges and to respond to opportunities at LLNL. This is accomplished by focusing on the development of effective Hispanic leaders at LLNL; developing a networking structure that optimizes the dissemination of information; encouraging Hispanics to pursue careers in mathematics, science, and engineering; promoting continuous career, personal, and interpersonal development; and promoting awareness of Hispanic diversity and values.

Asian Pacific American Council

The Asian Pacific American Council (APAC) is the umbrella organization for the following network groups: Filipino American Network Group, Korean American Network Group, Vietnamese American Network Group, and Indo-American Network Group. APAC was formed as a coalition for LLNL's diverse Asian Pacific American (APA) community. APAC has a mission to provide leadership for the growth, development, and full participation of APAs in

support of LLNL's mission. APAC has been involved in educational, social, cultural awareness, and career development programs.

Association of Black Laboratory Employees

The Association of Black Laboratory Employees (ABLE) is dedicated to proactively meeting the needs of its members. It seeks to do the following:

- Provide a platform of communication for members to share their experiences and express concerns about issues pertaining to the quality of work life at LLNL.
- Encourage networking and resource-sharing among members.
- Promote excellence in the workforce by providing resources that will enable ABLE members to reach their full professional potential.
- Promote communication and collaboration with LLNL management.
- Promote African studies among African-Americans at LLNL.
- Contribute to achieving a diverse workforce, as well as providing data about the social and economic relevancy of maintaining a diverse workforce.
- Develop the leadership potential of ABLE members and increase educational opportunities.
- Strengthen, expand, and foster community education programs that focus on developing scientific and technical literacy.
- Leverage ABLE's resources by collaborating with counterparts at Sandia National Laboratories and Lawrence Berkeley National Laboratory.

Lawrence Livermore Armed Forces Veterans Association

The Lawrence Livermore Armed Forces Veterans Association (LLAFVA) is an organization dedicated to representing all members (veteran, active duty, and reserve) of the armed forces at LLNL. The association supports veterans' affairs and activities at LLNL, as well as those outside LLNL and within the communities where employees live. LLAFVA provides a support group for veterans at LLNL, promoting fellowship and the camaraderie that veterans share with one another.

LLNL Women's Association

The Lawrence Livermore National Laboratory Women's Association (LLLWA) is an education, discussion, and action group. LLLWA is concerned with issues of interest to Laboratory

employees with an emphasis on women's issues and interests. More specifically, the LLLWA program is designed to do the following:

- Facilitate educational opportunities for all people, with an emphasis on fulfilling women's needs.
- Emphasize the contributions that women have made to LLNL.
- Help further the contributions of women today and tomorrow.

Lesbian, Gay, Bisexual, and Transgender Association

The Lesbian, Gay, Bisexual, and Transgender Association (LGBTGA) provides leadership for the growth, development, understanding, and full participation of lesbian, gay, bisexual, and transgender persons in a safe workplace. Association membership is open to all LLNL employees. With its focus on diversity, awareness, education, and creating a safe working environment free of hostility, LGBTGA provides a unique perspective to LLNL's diversity effort.

Internal Auditing and Reporting Systems [41 CFR §60-2.17(d)]

Internal auditing and reporting of affirmative action program progress and effectiveness is conducted by the AADP Director, who utilizes the procedures described in "Identification of Problem Areas [41 CFR §60-2.17(b)]." The AADP Director monitors and analyzes LLNL's employment data and evaluates LLNL's progress toward its AA/EEO commitments and goals. The results of these reviews are shared with ADs and other appropriate senior managers, in addition to the LLNL Director. The Director ensures compliance with LLNL policy and with state and federal laws prohibiting discriminatory employment practices. A quarterly report on utilization is provided to the Director and all ADs. Quarterly goal progress reports are provided to AACs for each organizational unit and are posted on LLNL's Electronic Library server for access by hiring managers and interested personnel.

LLNL's Human Resources Information System (HRIS) records and maintains a record of pertinent personnel transactions. HRIS maintains records of hires, promotions, transfers, reclassifications, and terminations. Adverse-impact analyses are conducted quarterly on these transactions.

In accordance with applicable state and federal law, it is the policy of LLNL not to engage in discriminatory practices against or harassment of any person employed or seeking employment with LLNL on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer-related or genetic characteristics), ancestry, marital status, or age. It is

also the policy of LLNL not to engage in unlawful discriminatory practices against any person employed or seeking employment on the basis of sexual orientation; status as a recently separated veteran, Vietnam-era veteran, special disabled veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized; or within the limits imposed by law, University of California and LLNL policy, and national security on the basis of citizenship. This policy applies to all employment practices, including recruitment, selection, promotion, transfer, merit increases, salary, training and development, demotion, and separation.

In addition, it is the policy of LLNL to undertake affirmative action, consistent with its obligations as a state and federal contractor, for underutilized minorities and women; for persons with disabilities; and for recently separated veterans, Vietnam-era veterans, special disabled veterans, and all covered veterans. LLNL commits itself to apply every good-faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements and are consistent with institutional standards of quality and excellence.

To further equal employment opportunities, LLNL makes every effort to base employment decisions on objective standards. The Director of LLNL requires that the spirit as well as the letter of affirmative action/equal employment opportunity (AA/EEO) be carried out to comply with Executive Order 11246 (as amended), applicable parts of Chapter 60 of Title 41 Code of Federal Regulations, Sections 503 and 504 of the Rehabilitation Act of 1973, the 1990 Americans with Disabilities Act, Section 402 of the Vietnam-Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, and UC and LLNL policy.

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Individuals with Disabilities and Covered Veterans

The goal of the Affirmative Action Program (AAP) is to increase the employment of qualified individuals with disabilities, Vietnam-era veterans, special disabled veterans, and covered veterans in all job classifications and at all levels at the Lawrence Livermore National Laboratory (LLNL).

LLNL is committed to taking positive, business-oriented action that will contribute to the spirit and intent of federal, state, and local legislation; government regulations; executive orders; and University of California (UC) and LLNL policy by taking affirmative action (AA) and providing equal employment opportunity (EEO) to individuals with disabilities, special disabled veterans, veterans of the Vietnam era, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge was authorized.

I. POLICY AND COMMITMENT [41 CFR §60-741.44(a); -250.44(a)]

LLNL is committed to a discrimination-free workplace. It neither condones nor tolerates practices that discriminate against any person employed or seeking employment on the basis of race; color; religion; marital status; national origin; ancestry; sex; sexual orientation; physical or mental disability; medical condition (cancer-related, as defined in Section 12935 of the California Government Code); status as a recently separated, Vietnam-era, or special disabled veteran; or within the limits imposed by law or UC policy on the basis of age or citizenship.

The goal of the LLNL's Affirmative Action and Diversity Program (AADP) is to have a workforce that includes qualified disabled individuals, recently separated veterans, Vietnam-era veterans, and special disabled veterans. To this end, LLNL plans and carries out actions to increase the participation of representatives from these groups at all levels within each job group.

The Director of LLNL requires that the spirit as well as the letter of affirmative action/equal employment opportunity (AA/EEO) be carried out to comply with Executive Order 11246 (as amended), applicable parts of Chapter 60 of Title 41 Code of Federal Regulations, Sections 503 and 504 of the Rehabilitation Act of 1973, the 1990 Americans with Disabilities Act (ADA), Section 402 of the Vietnam-Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, and UC and LLNL policy. LLNL's affirmative-action policy statement is updated annually and is provided to all employees and members of management.

In keeping with this policy, LLNL will continue to recruit, hire, train, and promote into all job levels the most qualified person without regard to race; color; national origin; religion; sex;

physical or mental disability; medical condition (cancer-related or genetic characteristics); ancestry; marital status; age; sexual orientation; status as a recently separated, Vietnam-era, or special disabled veteran; or within the limits imposed by law and national security on the basis of citizenship. We also will continue to administer all other personnel matters (such as compensation, benefits, transfers, layoffs, company-sponsored training, education, tuition assistance, and social and recreational programs) in accordance with AA/EEO policy.

Pursuant to §60-250.44(e) and §60-741.44(e), the Laboratory has developed and implemented procedures to ensure that employees are not harassed because of their status as a covered veteran or individual with a disability. These measures include stating the Laboratory's nondiscrimination and harassment policies in the Laboratory's policy and procedures manual, addressing nondiscrimination and harassment in supervisor and manager training courses, and providing a variety of formal and informal complaint resolution options.

II. INVITATION TO SELF-IDENTIFY (41 CFR §60-741.42; -250.42)

LLNL invites each employee and applicant—to the extent it is necessary to accommodate in the selection process—to identify himself or herself as a disabled individual, recently separated veteran, special disabled veteran, veteran of the Vietnam era, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge was authorized. Notices to employees to identify themselves and articles describing how employees can do this have been placed periodically in *Newsline*, an LLNL-produced newspaper for employees. In addition, each year LLNL provides each employee with a printed profile of all information maintained on him or her in the Human Resources (HR) database, along with instructions on how to make corrections, including identification as a disabled employee or covered veteran. The decision to self-identify is voluntary and confidential. There is no adverse treatment of those who choose not to identify.

III. DISSEMINATION OF POLICY [41 CFR §60-741.44(f),(g); -250.44(f),(g)]

Internal

LLNL uses the following methods to disseminate information and develop an understanding among its employees and management about its AA and nondiscrimination policies, programs, and activities:

- Distributes the Director's AA/EEO policy statement annually to all employees.
- Distributes the AAP document annually to all executives, department managers, and affirmative action coordinators (AACs). The document is available for review by employees and applicants upon request through AADP and electronically on LLNL's Internal Library server. A summary of the document is also publicized in appropriate LLNL publications.
- Makes the annual AAP document and the Personnel Policies and Procedures Manual available to employees for review.
- Publicizes the AA/EEO policy statement and activities in *Newsline* and other LLNL publications.
- Conducts special meetings with executive, management, and supervisory personnel to explain the intent of the AA/EEO policy, the Director's attitude toward the policy, and individual responsibilities for effective implementation of the policy.
- Explains the AA/EEO policy in employee orientation and in supervisory and management-development programs.
- Posts LLNL's AA/EEO policy on LLNL bulletin boards. Posters publicize LLNL's policy prohibiting employment discrimination, explain the discrimination complaint procedures, and provide information on external enforcement agencies.
- Publishes articles and pictures covering LLNL's AA/EEO programs, progress reports, and promotions of disabled and covered veteran employees (when appropriate in LLNL publications).
- Makes current employees aware of LLNL's HR specialists and AACs that are available to provide information briefings, training, and individual counseling to aid employees in understanding and implementing LLNL's AA/EEO policy.
- Includes the AA/EEO policy in the *Internal Transfer Opportunities Bulletin*. The Bulletin, which is published weekly, lists all vacancies at LLNL and is available to all LLNL employees.

External

LLNL uses the following methods to disseminate information and develop an understanding in surrounding communities about its affirmative action and nondiscrimination policies, programs, and activities:

- Informs all recruiting sources orally and in writing of LLNL's AA/EEO policy and stipulates that these sources actively recruit and refer disabled individuals, special disabled veterans, veterans of the Vietnam era, or covered veterans for all positions listed.
- Incorporates LLNL's AA/EEO policy in all purchase orders, leases, and contracts covered by Executive Order 11246.
- Notifies community leaders, educational institutions, and organizations serving the disabled or covered veterans of LLNL's AA/EEO policy.
- Informs prospective employees of the existence of LLNL's AA/EEO program and of the benefits, if any, which may be available to them under the program.
- Shows both able and disabled men and women in recruiting brochures and in other LLNL publications.
- Makes presentations to minority, disabled, women's, and veterans' organizations to inform them of LLNL's AA/EEO policy and programs.
- Participates in conventions, job fairs, and career days to communicate LLNL's AA/EEO policy and programs.
- Includes the AA/EEO policy statement in all employment advertising.
- Includes the AA/EEO policy in the External Opportunities Bulletin. The Bulletin, which is published weekly, lists all current vacancies and a description of LLNL's AA/EEO policy.

IV. AFFIRMATIVE ACTION PRACTICES AND PROCEDURES

Proper Consideration of Qualifications [41 CFR §60-741.44(b); -250.44(b)]

LLNL periodically reviews its employment procedures. This review ensures careful, thorough, and systematic consideration of the job qualifications of known individuals with disabilities and covered veteran applicants for job vacancies to be filled either by hiring or promotion and for all training opportunities offered or available. If problems in employment practices are identified, the practices are reviewed, and corrective actions are taken to eliminate practices that may have an impact on covered veterans or individuals with disabilities.

Physical and Mental Qualifications [41 CFR §60-741.44(c); -250.44(c)]

Whenever physical or mental job-qualification requirements are applied in the selection of applicants or employees for employment or other changes in employment status, HR employment representatives review these requirements to ensure they are related to the specific job for which the individual is being considered and are consistent with the business necessity and the safe performance of the job. Job-qualification requirements are reviewed and made available to all members of management involved in the recruitment, screening, selection, and promotion process. Medical examination information is kept confidential, except for the exceptions consistent with law and policy.

Reasonable Accommodations [41 CFR §60-741.44(d); -250.44(d)]

Reasonable accommodation is made to the physical and mental limitations of individuals with disabilities and special disabled veteran applicants and employees, unless accommodation would impose an undue hardship on the conduct of business.

RETURN-TO-WORK PROGRAM

This program was established to assist employees and supervisors in managing injury and illnesses that can affect the ability to continue working. For employees with temporary disabilities, the Return-to-Work program enables them to slowly return to their job assignments either with or without some form of modification to their job tasks.

Employees return to work with the assistance of a case manager in Health Services. The Disability Management Team works together to ensure the employee's transition back to his or her job is successful. The Disability Management Team consists of representatives from the following LLNL departments: Health Services, Benefits, Risk Management, and Staff Relations. If accommodations are deemed necessary, the Disability Management Team calls on the Disabilities Services Program Manager to help determine reasonable accommodations. Fifty-one return-to-work cases were reviewed between 1/3/01 and 11/19/01. Of these cases, 22 were deemed as needing a modification or accommodation of the employee's job duties. Most modifications were temporary.

REASONABLE ACCOMMODATIONS

In its efforts to address the physical and mental limitations of individuals with disabilities and special disabled veterans, LLNL undertakes the following:

- Modifies the requirements of an assignment to accommodate a disability. Examples of such accommodations include job restructuring, modification of the work schedules and sites, and the acquisition or modification of equipment or devices to allow the employee to perform the job requirements.
- Modifies buildings, walkways, and grounds to remove physical barriers to people with disabilities. This accommodation is the responsibility of department managers and the Plant Engineering Department and includes:
 - Making entrances and exits of buildings accessible to people with disabilities, both at the Livermore site and Site 300.
 - Providing signs to identify the location of accessible entryways.
 - Providing special parking spaces for people with disabilities.
 - Surveying buildings to determine if facilities are adequate for individuals with disabilities and modifying the buildings if they are not.
 - Reviewing plans for new facilities to ensure that they are designed and built to accommodate people with disabilities and special disabled veterans.

All new construction is designed to ensure that LLNL is in compliance with the accessibility standards set forth in the Uniform Federal Accessibility Standards (UFAS) and/or the Americans with Disabilities Act (ADA) Accessibility Guidelines, as appropriate. In remodeling existing facilities, special consideration is given—to the greatest extent feasible—to making the altered portion of the facility readily accessible to and usable by individuals with disabilities.

Compensation [41 CFR §60-741.21(i); -250.21(i)]

LLNL does not reduce the amount of compensation offered to disabled or covered veterans because of any disability income, pension, or other disability-related and /or military-service-related benefits the applicant or employee receives from other sources.

Plan of Action

LLNL views its AAP as a results-oriented program aimed at enhancing the opportunities of qualified individuals with disabilities and covered veterans. LLNL recognizes that the ultimate success of this undertaking will be largely the result of its good-faith efforts. Management supports the program, and management's commitment has been disseminated to all employees, enlisting their adherence to the LLNL's AA/EEO policy. The substance of the program to convert commitments to measurable progress is outlined below.

RECRUITING

LLNL actively seeks qualified disabled persons and covered veterans for existing and future employment. To improve recruitment and increase the flow of qualified disabled and covered veteran applicants, LLNL regularly contacts employment referral agencies and specialized placement agencies. LLNL's recruitment plan includes college relations, targeted recruitment, and relations with professional organizations to attract a representative pool of qualified applicants for LLNL's employment opportunities. In accordance with §60-250.44(e) and §60.741.44(e), all LLNL personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes are trained to ensure that the commitments in the contractor's affirmative action program are implemented.

LLNL periodically informs primary recruiting sources in writing of its AA/EEO policy and maintains a file of sources notified and acknowledgments received. Recruiting brochures that pictorially represent work situations include disabled workers where possible.

COLLEGE RELATIONS

College relations include prerecruiting, targeted recruiting, job fairs, and campus activities.

- **Pre-recruiting:** Pre-recruiting involves visits to colleges and universities to encourage disabled individuals and covered veterans to enroll in science and engineering curricula and to participate in interviews with LLNL's technical recruiters during their campus visits. Technical recruiters target schools that have substantial populations of disabled students majoring in science and engineering. Pre-recruiters and technical recruiters attend job fairs, career days, and other events at colleges and universities to cultivate and maintain productive, long-term relationships. Pre-recruiters and technical recruiters participate in campus activities that concentrate on the cultivation of technical, scientific, and academic relationships and collaborative research projects. Campus activities include college and university visits, LLNL-hosted receptions for faculty and students, scholarship awards, technical seminars, and career workshops.
- **Targeted Recruiting:** Targeted recruiting provides a diversified pool of qualified applicants for vacancies that are not filled from college recruiting interviews. It includes participation in job fairs and federally funded training centers.

PROFESSIONAL ORGANIZATIONS

LLNL establishes and maintains professional relationships with community organizations, community leaders, and professional societies. LLNL sponsors membership in national and local minority, disabled, affirmative action, and HR organizations and associations, as well as national and local scientific societies.

EMPLOYMENT AND SELECTION

All employees engaged in making hiring and selection decisions are trained to ensure nondiscrimination in the decision-making process. Employment decisions are reviewed periodically to monitor results. Any test used in LLNL's selection process is related to the specific job for which it is used.

PROMOTIONS

Employees with disabilities and covered veterans are given equal access to developmental training designed to enhance an employee's ability to assume positions of greater responsibility.

TRAINING

LLNL's educational tuition-assistance program is made available to all employees who wish to enhance their opportunities at LLNL by supplementing their education.

RECORDS

Records of individual personnel actions and complaints, regarding applicants and employees who are individuals with disabilities or who are covered veterans, are maintained for at least two years.

MILITARY RECORDS

Only the portion of a covered veteran's military records, including discharge papers, that is relevant to the specific job qualifications for which the veteran is being considered is to be utilized in determining his or her qualifications.

AUDIT AND REPORTING SYSTEMS

Pursuant to §60-250.44(h) and §60-741.44(h), the Laboratory has designed and implemented an audit and reporting system to provide monitoring and oversight of the affirmative action program. In addition to the efforts addressed in §60-2.17(d), the Laboratory also monitors and addresses program effectiveness through interactions with the Laboratory's Armed Forces Veterans Administration.

V. ACTION AND AWARENESS PROGRAMS

LLNL promotes awareness of the value of a diversified workforce through dissemination of information concerning AA/EEO laws and policies. This information, in part, helps generate understanding of employment issues affecting minorities, women, disabled individuals, and veterans. To carry out this responsibility, LLNL uses *Newsline*, an LLNL-produced newspaper for employees, to publicize noteworthy activities, provide education, and recognize the contributions of employees. LLNL's Personnel Policies and Procedures Manual also communicates AA/EEO policies and procedures directly to each employee.

Efforts will continue to expand the awareness of managers, supervisors, employees, and the community of LLNL's commitment to develop and maintain a representative workforce. The HR department will take appropriate actions to enhance LLNL's relationship with the community; educate and train managers, supervisors, and employees and keep them up-to-date; recognize and support AACs, the coordinator of services for the disabled, and others who make valuable contributions to the AAP document and programs; and contribute to the effective recruitment of minorities, women, disabled persons, and covered veterans.

Disabilities Services Program

OVERVIEW

The purpose of the Disabilities Services Program (DSP) is to ensure equal access and opportunity for LLNL employees and applicants with disabilities, as required by the Rehabilitation Act of 1973, Section 503, and the Americans with Disabilities Act (ADA).

The activities recommended in these laws and integrated into the DSP are the following: recruiting and actively participating in job development programs for people with disabilities; establishing community outreach and education; educating internal employees and managers; advising on issues affecting LLNL policies; providing reasonable accommodation review and funding; and ensuring safety and security procedures that include and protect employees with disabilities.

The DSP manager reports to the Deputy Director for Affirmative Action and Diversity. The DSP manager also chairs the Accommodations Review Board (ARB). The purpose of the ARB is to provide funding assistance to departments at LLNL in their efforts to provide accommodations to employees with disabilities. The ARB reviews accommodation requests to ensure that all options are considered and the most reasonable and effective accommodation is provided.

The DSP manager position was established to increase support services for employees and applicants with disabilities and is responsible for the following:

- Designing and teaching training courses, workshops, and briefings pertaining to people with disabilities and related issues.
- Teaching sign-language classes for LLNL employees.
- Providing informal complaint resolution, ranging from simple misunderstandings to formal grievances.
- Evaluating workstations to provide accommodation assessment and assisting in job reassignment or restructuring as an accommodation.
- Conducting outreach activities, such as recruiting, participation in external educational and professional organizations, and job development agencies.
- Advocating for employees with disabilities, providing career counseling, and providing guidance for these employees.
- Advising on policy issues with LLNL organizations, such as Plant Engineering, Safeguards and Security, Health Services, Human Resources, Travel, Transportation, and Staff Relations.
- Participating in multicultural event planning to ensure involvement of employees with disabilities.
- Providing résumé analysis and informational interviews for job applicants with disabilities.
- Acting as a resource on the subject of disabilities and reasonable accommodations for LLNL and the local community.
- Providing sign-language interpreting for deaf employees and applicants and overseeing the coordination of contract sign-language interpreting assignments.
- Overseeing contract management and personnel issues pertaining to LLNL's supported employment program for people with developmental disabilities (AID Employment).

ACHIEVEMENTS AND GOOD-FAITH EFFORTS

The following is an update of achievements and progress toward DSP's programmatic goals and continuing activities:

- **Disabilities Awareness Week.** Each year during October, LLNL invites a guest speaker to give a presentation about disabilities to LLNL employees. Our guest

speaker in 2001 was David Roche, a motivational speaker whose facial disfigurement provides him with a unique ability to address disability issues with his audience. Many audience members asked questions and gained a better understanding of how to be more sensitive toward people with obvious disabilities.

- **Deaf Awareness Week.** Each year during the month of May, LLNL invites a guest speaker to give a presentation for our employees to increase awareness of deafness. Our presenter in 2001, Lon Kuntz, discussed his findings and research regarding the history of sign language and other communication barriers faced by bilingual and bicultural societies. Mr. Kuntz is currently conducting research for his dissertation at Stanford University.
- **Sign-Language Classes.** Beginning sign-language classes are offered in May during Deaf Awareness Week and in October during Disabilities Awareness Week for any employee at LLNL. Classes meet during the lunch hour, twice a week for six weeks. A 16-lesson, sign-language class video series is available for employees to borrow to learn sign language at their own pace.
- **Disabilities Presentations.** Various presentations were provided to LLNL departments and divisions on numerous topics regarding disabilities and deafness.
- **Emergency Notification:** The fire emergency dispatchers (911) and the security console operators (2-7333) participate in a weekly test of their skills in answering emergency calls using a Telecommunications Device for the Deaf (TDD). This test ensures that equipment is functioning and that our deaf employees will have equal access to emergency notification systems at LLNL.
- **Pager Tests:** The fire emergency dispatchers conduct monthly pager tests for the hearing-impaired group call emergency notification system.
- **Protective Forces Deaf-Awareness Training.** Each new Protective Service Officer (PSO) hired into the academy receives a one-hour deaf-awareness briefing to alert the PSO to communication and safety issues related to working with deaf employees.

A key element in the DSP's function is that of ensuring equal access and opportunity for LLNL employees. To guarantee that reasonable accommodation review and funding are provided towards this goal, DSP acted on the following:

- Partial or full funding by the ARB for:
 - Magnification devices for an employee with a visual impairment.

- Speech-therapy training for an employee with a speech disorder.
 - Special lighting for the work space of an employee with a visual impairment.
 - Wheelchair-accessible picnic tables for cafeterias and recreational areas.
- During 2001, AADP provided over \$76,000 toward sign-language interpreting services for our employees. DSP continues to oversee the service referral contract for sign-language interpreters.
 - Over 595 sign-language interpreting assignments were provided to deaf employees. Of these assignments, 254 were performed by the DSP program manager.
 - There are an increasing number of interpreting assignments that require the interpreters to hold security clearances. To meet these accommodation requests, two additional sign-language interpreters were processed for DOE "Q"-level clearances.

As a part of its community outreach efforts in the greater Tri-Valley area and other parts of Northern California, the DSP provided many services, including the following:

- The DSP program manager participated in planning the annual Leadership Forum in Sacramento for outstanding disabled high school students from California. This forum is sponsored by the Governor's Committee. During this week, the youth leadership forum provided an opportunity for LLNL to identify prospective employees and for students to learn about LLNL.
- The DSP program manager participated in employer panels for the ProNet job development agency in Fremont and Employment Development Department (EDD) Newark One-Stop Career Center. She also participated in Career Day activities at Williams Middle School and Tracy High School in Tracy, California and taught sign language to a second-grade class at Jackson Avenue Elementary School in Livermore.
- The DSP manager, in coordination with the Los Alamos National Laboratory's DSP manager, conducted a two-day Disabilities Program Summit with staff from the UC Office of the President and the three national laboratories. Each site presented information and shared resources about its services to employees with disabilities. The presentations enabled the staff to educate and share with one another their best practices. The practices shared by staff from one site could then be adopted by the staff from the other sites.

In recruiting and outreach, the DSP manager works with agencies that assist applicants with disabilities. Last year, the DSP manager worked with the following agency:

- **Sensory Access Foundation.** The DSP manager participated in Employment Access 2001, a career development workshop and job fair sponsored by the foundation in Palo Alto on September 19 and 20.

Applicants with disabilities and applicants who are veterans receive résumé-tracking services from DSP. DSP provides feedback from employment representatives on how applicants can improve their resumes and identify the job skills that may need to be enhanced.

The DSP manager participates at the state level in strategic-planning committees for employment programs for people with disabilities. In these committees, the DSP manager represents LLNL's perspective on how to enhance these programs to provide better job-ready applicants for the State of California. During this past year, the DSP manager was a member of the following committee:

- The California Governor's Committee for the Employment of Disabled People, sponsored by the Employment Development Department of the State of California. The committee's goal is to increase employment opportunities for people with disabilities in California. The DSP manager is Vice-Chair North of this committee and contributes to its Web Site Task Force.

GOALS

This year, DSP will focus on maintaining the programs that are currently in place and striving to reduce its costs while maintaining the current quality of services to employees and applicants with disabilities. In this effort, to respond to the increased demand for sign-language interpreting services, a 50%-time sign-language interpreter will be hired to meet the accommodation needs of our deaf employees.

DSP will continue to see that the building accessibility surveys of all required buildings on site and at Site 300 are completed.

DSP will continue to update Personalized Evacuation Plans for individuals who need assistance during evacuations on site.

DSP will begin to keep records for the Return-to-Work program's job-modification documentation.

The DSP manager will work with other UC-managed laboratories to help establish and embellish their Disabilities Services Programs.

Actions and Programs for Veterans

The AADP's Veteran's Outreach Coordinator continues to participate in the Alameda County Veteran's Employment Committee of the California Employment Development Department (EDD). At the committee's job fair on September 6, 2001, LLNL sponsored a booth to recruit veterans. Over 150 veterans and other applicants received job application advice. The Veteran's Outreach Coordinator also gave a presentation at an EDD-sponsored job search workshop in Stockton on May 22, 2001.



Appendixes

APPENDIX A—PERSONNEL ACTIONS BY DIRECTORATE

HIRES BY DIRECTORATE, CALENDAR YEAR 2001

Note: In the following tables: Asian = Asian/Pacific Islanders, AmInd = American Indians/Alaska Natives

A. Administration Directorate Career Hires 01/01/2001–12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown		
	Asian	Black	Hisp.	AmInd	White	Unknown	Asian	Black				Hisp.	AmInd
AD	0	0	1	0	0	0	1	0	0	0	1	0	1
BA	0	0	0	0	2	1	3	1	0	0	1	1	1
DB	0	0	0	0	2	0	2	0	0	0	0	0	0
Total	0	0	1	0	4	1	6	1	0	0	2	1	1

B. Biology and Biotechnology Research Programs Directorate Career Hires 01/01/2001–12/31/2001

None

C. Chemistry and Materials Science Directorate Career Hires 01/01/2001–12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown		
	Asian	Black	Hisp.	AmInd	White	Unknown	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	0	0	0	0	0	0	1	0	0
CI	0	0	0	0	0	0	0	0	0	0	1	0	0
DB	1	0	0	0	0	1	0	0	0	0	0	0	1
total	1	0	0	0	0	1	0	0	0	0	2	0	3
													1
													0

D. Computation Directorate Career Hires 01/01/2001–12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown						
	Asian	Black	Hisp.	AmInd	White	Unknown	Asian	Black				Hisp.	AmInd	White	Unknown		
BE	0	1	0	0	11	0	12	3	1	2	0	31	3	40	52	7	3
CN	0	0	0	0	1	0	1	1	0	0	0	8	0	9	10	1	0
CQ	0	0	2	0	0	0	2	0	0	0	0	2	0	2	4	2	0
DB	2	1	1	0	3	0	7	0	0	0	0	0	0	0	7	4	0
AA	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0
AC	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0
CA	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	0
CJ	0	1	1	0	4	0	6	3	0	2	0	5	1	11	17	7	1
total	2	3	4	0	19	0	28	7	1	5	0	48	4	65	93	22	4

E. Defense and Nuclear Technologies Directorate Career Hires 01/01/2001-12/31/2001

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Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total				
BB	0	0	0	0	0	0	0	3	3	0	0
CJ	0	0	0	0	0	0	0	1	1	1	0
DB	0	0	1	0	4	0	5	0	5	1	0
Total	0	0	1	0	4	0	5	0	9	2	0

F. Director's Office Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->					<----- M A L E ----->					Total Employees	Total Minorities	Total Unknown		
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.				AmInd	White
AA	0	0	0	0	2	1	3	0	0	0	0	0	0	0	1
AB	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0
BA	1	0	1	0	2	0	4	0	0	0	0	2	0	2	0
BB	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BJ	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
total	1	0	1	0	6	1	9	0	0	0	0	4	0	4	1

G. Energy and Environment Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->							<----- M A L E ----->							Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total			
DA	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0
DB	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0
Total	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0

H. Engineering Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	AmInd	White	Unknown			
AA	0	0	0	0	0	0	0	1	2	0	1
BG	2	0	1	0	5	0	0	25	37	7	3
CA	0	0	0	0	0	0	0	5	6	1	0
CB	0	0	0	0	0	0	0	6	8	1	1
CO	0	0	0	0	0	0	0	7	9	2	0
CP	0	0	0	0	0	0	0	4	4	0	0
DB	1	0	4	0	6	0	0	0	6	5	0
EJ	0	0	0	0	0	0	0	1	2	1	0
AC	0	0	0	0	1	0	0	2	3	0	0
BE	0	0	0	0	0	0	0	3	4	1	0
BH	0	0	1	0	3	0	0	17	26	5	2
CC	0	0	0	0	0	0	0	6	11	5	0
CD	0	0	0	0	0	1	1	13	16	2	1
CE	1	0	0	0	1	0	0	2	4	2	0
CI	0	0	1	0	1	0	0	0	1	1	0
CL	0	0	1	0	1	0	0	0	1	1	0
CN	0	0	0	0	1	0	0	0	1	0	0
Total	4	0	8	0	19	1	1	92	141	34	8

I. Laboratory Services Directorate Career Hires 01/01/2001-12/31/2001

Job	<----->				F E M A L E				<----->				M A L E				<----->		Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities					
AD	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0				
BA	2	1	0	0	2	1	6	1	0	0	0	5	0	6	12	4	1				
DB	0	0	0	0	8	0	8	0	0	0	0	0	0	0	8	0	0				
FF	0	0	0	0	2	0	2	0	0	1	0	1	0	2	4	1	0				
BK	0	0	0	0	3	0	3	0	0	0	0	1	0	1	4	0	0				
CT	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0				
DA	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0				
CM	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0				
EA	0	0	0	0	0	0	0	0	0	1	0	4	1	6	6	1	1				
GA	0	0	0	0	0	0	0	0	0	1	1	1	0	3	3	2	0				
HC	3	0	1	0	7	0	11	1	1	0	0	1	0	3	14	6	0				
Total	5	1	1	0	25	1	33	2	1	3	1	15	1	23	56	14	2				

J. National Ignition Facility Programs Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown			
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BB	0	0	0	0	0	0	0	1	0	0	0	0	0	1
DB	0	1	0	0	2	0	3	0	0	0	0	0	0	1
Total	0	1	0	0	2	0	3	1	0	0	0	1	0	2

K. Nonproliferation, Arms Control, and International Security Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total				
AA	0	0	0	0	0	0	0	1	1	0	0
AB	0	0	0	0	1	0	0	1	2	0	0
AC	0	0	0	0	0	0	0	1	1	0	0
BD	0	0	0	0	0	0	0	1	1	0	0
CP	0	0	0	0	0	0	0	1	1	0	0
DB	0	0	0	0	1	0	0	0	1	0	0
total	0	0	0	0	2	0	0	5	7	0	0

L. Physics and Advanced Technologies Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown			
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	1	0	1	0	0	0	0	0	0	0
BB	0	0	0	0	0	0	0	0	0	0	0	2	0	0
Total	0	0	0	0	1	0	1	0	0	0	0	2	0	0

M. Safety, Security, and Environmental Protection Directorate Career Hires 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				<----->				Total Employees	Total Minorities	Total Unknown	
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White				Unknown
AA	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0
AG	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
BB	0	0	0	0	1	0	1	1	0	0	0	4	0	5	1	0
BC	0	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0
BJ	0	0	0	0	0	0	0	1	0	0	0	3	3	7	1	3
BZ	0	0	0	0	0	0	0	0	0	0	0	2	1	3	0	1
CJ	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
DB	1	1	2	0	9	6	19	0	0	0	0	0	0	19	4	6
DD	0	0	0	0	2	0	2	0	0	0	0	0	0	2	0	0
AB	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
CP	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
HB	0	0	0	0	0	0	0	3	1	7	0	17	2	30	11	2
CI	0	0	0	0	0	0	0	1	0	2	1	2	0	6	4	0
CL	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0
Total	1	1	2	0	13	6	23	6	1	9	1	36	6	82	21	12

PROMOTIONS BY DIRECTORATE, CALENDAR YEAR 2001

Note: In the following tables: Asian = Asian/Pacific Islanders, AmInd = American Indians/Alaska Natives

A. Administration Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities		Total Unknown
	Asian	Black	Hisp.	AmInd	White	Asian	Black	Hisp.	AmInd	White	Unknown	
BA	0	0	0	0	4	0	0	0	0	0	0	0
DB	0	1	0	0	2	0	0	0	0	0	0	0
AB	0	0	0	0	1	0	0	0	0	0	0	0
AE	0	0	0	0	2	0	0	0	0	0	0	0
AD	0	0	0	0	1	0	0	0	0	0	0	0
Total	0	1	0	0	10	0	0	0	0	0	0	0
										1		0

B. Biology and Biotechnology Research Programs Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities		Total Unknown
	Asian	Black	Hisp.	AmInd	White	Asian	Black	Hisp.	AmInd	White	Unknown	
BA	0	0	0	0	3	0	0	0	0	0	0	0
DB	0	0	0	0	1	0	0	0	0	0	0	0
FF	0	0	0	0	1	0	0	0	0	0	0	0
AE	0	0	0	0	1	0	0	0	0	0	0	0
Total	0	0	0	0	6	0	0	0	0	0	0	0
										0		0

C. Chemistry and Materials Science Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities		Total Unknown
	Asian	Black	Hisp.	AmInd	White	Asian	Black	Hisp.	AmInd	White	Unknown	
AC	0	0	0	0	0	0	0	0	0	1	0	0
BC	0	0	0	0	0	0	0	0	0	3	0	0
BJ	0	1	0	0	0	0	0	0	0	0	0	0
BA	0	0	0	0	4	0	0	0	0	0	0	0
AB	0	0	0	0	1	0	0	0	0	0	0	0
AA	0	0	0	0	0	0	0	0	0	2	0	0
AD	0	0	1	0	0	0	0	0	0	0	0	0
BB	0	0	0	0	1	0	0	0	0	1	0	0
CN	0	0	0	0	0	0	0	0	0	1	0	0
CP	0	0	0	0	0	0	0	0	0	1	0	0
DB	0	0	1	0	3	0	0	0	0	1	0	0
Total	0	1	2	0	9	0	0	0	0	9	0	0
										3		0

D. Computation Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total				
AA	0	0	0	0	0	1	0	1	1	0	0
BA	0	0	0	6	0	0	0	1	7	0	1
BE	0	0	0	0	0	0	2	0	2	0	0
CN	0	0	0	1	0	0	1	0	2	1	0
CQ	0	0	0	1	0	0	0	0	2	1	0
DB	0	0	1	1	0	0	0	0	2	1	0
AD	0	0	0	2	0	0	0	0	2	0	0
CJ	0	0	0	2	0	0	2	0	4	0	0
Total	0	0	1	13	0	5	1	8	22	3	1

E. Defense and Nuclear Technologies Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total					
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	0	0	0	0	0	0	0	1	0	1
BA	1	0	0	0	3	0	4	0	0	0	0	1	0	5
AD	0	0	0	1	1	0	2	0	0	0	0	0	0	2
AB	0	0	0	0	1	0	1	0	0	0	0	0	0	1
BD	0	0	0	0	0	0	0	0	0	0	0	1	0	1
AC	0	0	0	0	0	0	0	0	0	0	0	1	0	1
CJ	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DB	0	0	1	0	5	0	6	0	0	0	0	0	0	6
Total	1	0	1	1	10	0	13	0	0	0	0	5	0	18

F. Director's Office Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total							
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Minorities	Total
AB	0	0	0	0	2	0	2	0	0	0	0	2	0	4	0	0
AA	0	0	0	0	1	0	1	1	0	0	0	3	0	4	1	0
BA	0	0	0	0	2	0	2	0	0	0	0	0	0	2	0	0
AE	0	0	1	0	1	0	2	0	0	0	0	0	0	2	1	0
Total	0	0	1	0	6	0	7	1	0	0	0	5	0	13	2	0

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H. Engineering Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----->				F E M A L E				<----->				M A L E				<----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total									
BA	0	0	1	0	2	0	3	0	0	0	0	0	0	0	0	0	0	0	3	1	0		
DB	0	0	1	0	5	0	6	0	0	0	0	0	0	0	0	0	0	0	6	1	0		
AC	0	0	0	0	0	0	0	0	0	0	0	0	11	0	11	0	0	0	11	0	0		
BG	0	0	0	0	1	0	1	0	2	0	0	0	5	0	7	0	0	0	8	2	0		
BB	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	0		
CA	0	0	0	0	0	0	0	0	0	2	0	0	2	0	4	0	4	0	4	2	0		
CL	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	0	0		
CM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	4	2	0		
CO	0	0	0	0	0	0	0	0	1	0	1	0	2	0	4	0	4	0	5	0	0		
CP	0	0	0	0	1	0	1	0	0	0	0	0	4	0	4	0	0	0	1	1	0		
DA	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1	1	0		
EA	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	1	1	0	0		
EJ	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	0	0		
EK	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	0	2	0	2	1	0		
BH	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	1	1	0	2	0	1		
AA	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	0	0		
total	0	0	3	0	10	0	13	0	4	0	4	0	30	1	39	1	52	11	52	11	1		

I. Laboratory Services Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown	
	Asian	Black	Hisp.	AmInd	White	Unknown	Total					
AA	0	0	0	0	0	0	1	0	1	1	0	0
AD	0	0	0	0	1	0	0	0	0	1	0	0
AB	0	0	0	0	1	0	1	0	2	3	0	0
AE	0	0	0	0	2	0	2	0	2	4	0	0
BE	0	0	0	0	1	0	0	0	0	1	0	0
BA	0	0	1	0	5	0	0	0	0	6	1	0
CL	0	0	0	0	0	0	0	0	4	4	1	0
DA	0	0	0	0	1	0	0	0	0	1	0	0
BK	1	0	0	0	0	0	0	0	0	1	1	0
CT	0	1	0	0	0	0	0	0	0	1	1	0
DB	0	0	1	0	1	0	0	0	0	2	1	0
AC	0	0	0	0	0	0	0	0	5	5	0	0
AF	0	0	0	0	0	0	0	0	3	3	0	0
CM	0	0	0	0	0	0	0	0	3	3	0	0
CP	0	0	0	0	0	0	1	0	1	1	1	0
EA	0	0	0	0	0	0	0	0	2	2	0	0
EC	0	0	0	0	0	0	1	0	1	1	0	0
GA	0	0	0	0	0	0	0	0	1	1	1	0
total	1	1	2	0	12	0	1	19	0	23	8	0

J. National Ignition Facility Programs Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->						<----- M A L E ----->						Total		
	Asian	Black	Hisp.	AmInd	White	Unknown	Asian	Black	Hisp.	AmInd	White	Unknown	Employees	Minorities	Total
AD	0	0	0	0	2	0	2	0	0	0	0	0	2	0	0
BA	0	0	1	0	2	0	3	0	0	0	0	0	3	1	0
Total	0	0	1	0	4	0	5	0	0	0	0	0	5	1	0

K. Nonproliferation, Arms Control, and International Security Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->			<----- M A L E ----->			Total									
	Asian	Black	Hisp.	AmInd	White	Unknown	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities	Total
AC	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0
AA	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0
BA	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0
BB	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0
Total	0	0	0	0	2	0	0	0	0	0	2	0	2	4	0	0

L. Physics and Advanced Technologies Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total					
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AC	0	0	0	0	0	0	0	0	0	0	0	1	0	1
AD	0	0	1	0	0	0	1	0	0	0	0	0	0	1
BB	0	0	0	0	0	0	0	0	0	0	0	3	0	3
AA	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	0	0	1	0	0	0	1	0	0	0	0	5	0	6

M. Safety, Security, and Environmental Protection Directorate Career Promotions 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total				
AG	0	0	0	0	0	0	1	3	4	1	0
BA	1	0	2	0	0	5	0	3	3	3	0
BB	0	0	0	0	0	0	0	1	1	0	0
BC	0	0	0	0	1	0	0	0	0	0	0
BD	0	0	0	1	0	1	0	0	0	0	0
BJ	0	0	0	0	0	0	0	1	1	0	0
CJ	0	0	0	0	0	0	0	1	1	0	0
AC	0	0	0	0	0	0	0	3	3	0	0
CN	0	0	0	0	0	0	0	2	4	2	0
DB	0	0	2	0	3	5	0	0	0	2	0
HA	0	0	0	0	0	0	0	0	1	1	0
AE	0	0	0	0	3	3	0	4	4	0	0
AB	0	0	0	0	0	0	0	0	1	1	0
AD	0	1	1	0	1	3	0	0	0	2	0
DD	0	0	0	0	0	0	0	1	2	1	0
BZ	0	0	0	0	1	1	0	0	0	0	0
Total	1	1	5	0	12	0	19	1	25	13	0

D. Computation Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----->				F E M A L E				<----->				M A L E				<----->		Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	A.mind	White	Unknown	Total	Asian	Black	Hisp.	A.mind	White	Unknown	Total	Asian	Black	Hisp.	A.mind			
AA	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	3	0	0	0	0	0
AD	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EA	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
BE	2	0	0	0	6	0	8	1	0	0	0	12	1	1	14	22	3	0	0	1	1
CJ	0	0	1	0	1	0	2	0	0	0	0	5	0	0	5	7	1	0	0	0	0
CL	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	1
CN	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0
CQ	0	0	1	0	3	0	4	0	0	0	0	0	0	0	0	4	1	0	0	0	0
DB	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1	0	0	0	0
total	2	1	2	0	15	1	21	1	0	0	0	23	1	25	46	6	0	0	0	2	2

F. Defense and Nuclear Technologies Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----->			F E M A L E			<----->			M A L E			Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White			
AA	0	0	0	0	0	0	0	0	0	0	0	2	0	0	
AC	0	0	0	0	0	0	0	0	0	0	0	4	0	0	
AD	0	0	0	1	1	0	2	0	0	0	0	0	1	0	
BB	0	0	0	0	0	0	0	0	0	0	0	3	0	0	
CJ	0	0	0	0	0	0	0	0	0	0	1	1	0	0	
DB	0	0	1	0	7	0	8	0	0	0	0	0	1	0	
DD	0	0	0	0	0	0	0	0	0	1	0	1	1	0	
total	0	0	1	1	8	0	10	0	0	1	0	10	3	0	

F. Director's Office Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----->				F E M A L E				<----->				M A L E				Total		Total Unknown
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities			
AA	0	0	0	0	1	0	1	0	0	0	0	0	0	5	6	0	0		
AB	0	0	0	0	1	0	1	0	0	0	0	2	0	2	3	0	0		
AD	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0		
AE	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0		
EA	0	0	0	1	3	0	4	0	0	0	0	1	0	1	5	1	0		
EJ	0	0	0	0	0	0	0	0	0	0	0	2	1	3	3	0	1		
DB	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	0		
DC	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	0		
total	1	0	0	1	9	0	11	0	0	0	0	10	1	11	22	2	1		

G. Energy and Environment Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Asian	Black	Hisp.			
AA	0	0	0	0	0	0	0	0	1	0	0
AC	0	0	0	0	0	0	0	0	2	0	0
AD	0	0	0	0	2	0	0	0	0	0	0
BA	0	0	0	0	1	0	0	0	1	0	0
BB	0	0	0	0	0	0	0	1	5	1	0
BC	0	0	0	0	0	0	0	0	1	0	0
BJ	0	0	0	0	0	0	0	0	2	0	0
DB	0	0	0	0	1	0	0	0	1	0	0
Total	0	0	0	0	4	0	0	1	15	1	0

H. Engineering Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total Employees	Total Minorities	Total Unknown
	Asian	Black	Hisp.	AmInd	White	Asian	Black	Hisp.			
AA	0	0	0	0	0	0	0	0	6	0	0
AC	0	0	0	0	2	0	0	1	17	1	1
BA	0	0	0	1	0	0	0	0	2	1	0
BB	0	0	0	0	0	0	0	0	2	0	0
BG	1	0	0	1	0	2	1	1	19	5	2
BH	0	0	0	0	0	0	1	0	18	1	1
CA	0	0	0	0	0	0	0	0	1	0	1
CB	0	0	0	0	0	0	1	0	10	1	0
CC	0	0	0	0	0	0	0	0	1	0	0
CD	0	0	0	0	0	0	0	0	8	0	0
CE	0	0	0	0	1	0	0	4	4	0	0
CJ	0	0	0	0	0	0	0	0	1	0	0
CL	0	0	0	0	0	0	0	0	3	0	0
CM	0	0	0	0	0	0	0	0	1	0	0
CN	0	0	0	0	0	0	0	0	3	0	0
CO	0	0	0	0	0	0	0	0	3	0	0
CP	0	0	0	0	0	0	0	0	16	0	1
DB	0	0	0	0	2	0	0	0	2	0	0
EA	0	0	0	0	0	0	0	0	1	0	0
EJ	0	0	0	0	0	0	0	0	4	0	0
EK	0	0	0	0	0	0	0	0	3	0	0
FG	0	0	0	0	1	0	0	0	1	0	0
Total	1	0	0	1	7	2	3	2	126	9	6

I. Laboratory Services Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total								
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities	Total
AA	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1	0
AB	0	0	0	0	0	0	0	0	1	0	0	0	3	4	4	1	0
AC	0	0	0	0	0	0	0	0	0	1	0	0	3	4	4	1	0
AD	0	0	0	0	2	0	2	0	0	0	0	0	0	2	2	0	0
AE	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	0	0
AF	0	0	0	0	0	0	0	0	0	1	0	0	7	8	8	1	0
BA	1	2	0	0	9	0	12	2	0	0	0	0	4	6	18	5	0
BE	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0
BJ	0	0	0	0	0	0	0	2	0	0	0	0	3	5	5	2	0
BK	0	1	0	0	1	0	2	0	0	0	0	0	1	3	3	1	0
CL	0	0	0	0	1	0	1	0	0	0	0	0	2	2	3	0	0
CO	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0
CP	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	1
CT	0	0	0	0	1	0	1	0	0	0	0	0	2	3	3	0	0
DB	0	1	0	0	1	0	2	0	0	0	0	0	0	2	2	1	0
DD	0	0	1	0	2	0	3	0	0	0	0	0	0	3	3	1	0
EA	0	0	0	0	0	0	0	1	1	0	0	0	7	9	9	2	0
EC	0	0	0	0	0	0	0	0	1	0	0	0	1	2	2	1	0
FF	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0
FG	0	0	0	0	1	0	1	0	0	0	0	0	1	2	2	0	0
FH	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0
GA	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	0	0
HC	1	0	0	0	0	0	1	1	0	1	0	2	2	4	5	3	0
Total	2	4	1	0	18	0	25	6	4	3	0	45	1	59	84	20	1

J. National Ignition Facility Programs Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->							<----- M A L E ----->							Total		
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities	Total
AC	0	0	0	0	0	0	0	1	0	0	0	0	3	0	4	1	0
BB	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	0	0
Total	0	0	0	0	0	0	0	1	0	0	0	0	6	0	7	1	0

K. Nonproliferation, Arms Control, and International Security Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total		Total		Total	
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	0	0	0	0	0	0	0	2	1	3
AD	0	0	0	0	1	0	1	0	0	0	0	0	0	0
BA	0	0	0	0	3	0	3	0	0	0	0	0	0	0
BB	0	0	0	0	0	0	0	0	0	0	0	5	0	5
BC	0	0	0	0	1	0	1	0	0	0	0	1	0	1
DB	0	0	0	0	1	0	1	0	0	0	0	0	0	0
Total	0	0	0	0	6	0	6	0	0	0	0	8	1	9
														15
														0
														0
														1

L. Physics and Advanced Technologies Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total		Total		Total	
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Asian	Black	Hisp.	AmInd	White	Unknown	Total
AA	0	0	0	0	0	0	0	0	0	0	0	2	0	2
AC	0	0	0	0	0	0	0	1	0	0	0	4	0	5
AD	0	0	0	0	1	0	1	0	0	0	0	0	0	0
BB	0	0	0	0	0	0	0	3	0	0	1	11	0	15
BC	0	0	0	0	1	0	1	0	0	0	0	0	0	0
BJ	0	0	0	0	0	0	0	0	0	0	0	1	0	1
CL	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Total	0	0	0	0	2	0	2	4	0	0	1	19	0	24
														26
														5
														0

M. Safety, Security, and Environmental Protection Directorate Career Terminations 01/01/2001-12/31/2001

Job	<----- F E M A L E ----->				<----- M A L E ----->				Total		Total
	Asian	Black	Hisp.	AmInd	White	Unknown	Total	Employees	Minorities	Unknown	
AA	0	0	0	0	0	0	0	3	3	1	0
AB	0	0	0	0	0	0	1	1	1	0	0
AC	0	0	0	0	0	0	1	1	2	0	0
AD	0	0	0	0	0	0	0	0	1	0	0
AE	0	0	0	0	0	0	2	2	3	0	0
AG	0	0	0	0	0	0	1	2	2	1	0
BA	0	0	0	0	7	0	0	2	9	0	0
BB	0	0	0	0	1	0	0	3	4	0	0
BC	1	0	0	0	1	0	0	0	2	1	0
BD	0	0	0	0	1	0	0	0	1	0	0
BJ	0	0	0	0	0	0	2	3	3	1	0
BZ	0	0	0	0	1	0	1	1	2	0	0
CI	0	0	0	0	0	0	1	0	1	0	0
CJ	0	0	0	0	1	0	2	3	4	1	0
CL	0	0	0	0	0	0	0	0	1	0	0
CN	0	0	0	0	1	0	3	3	4	0	0
DB	1	1	0	0	0	0	0	0	7	2	0
DD	0	0	0	0	0	0	0	0	1	0	0
HB	0	0	0	0	1	2	3	23	24	8	2
total	2	1	0	0	24	0	48	75	15	2	2

APPENDIX B—LLNL WORKFORCE ANALYSIS

A. Administration Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total											
C	ENGINEER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
C	SENIOR MANAGER	Manager	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
	Manager Total		1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2			
Total: C			1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2			
D	SENIOR MANAGER	Manager	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4		
Total: D			0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4			
E	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1		
E	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2		
	Manager Total		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2		
E	EXECUTIVE STAFF MEMBER	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	6	2		
Total: E			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1		
F	MANAGER	Manager	0	0	0	0	0	0	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	1	10	
F	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	4	
F	ENGINEER	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	6	3	9	
F	PRINCIPAL HUMAN RESOURCES SPEC	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	
F	PRINCIPAL MANAGEMENT ANALYST	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	3	
	Worker Total		0	0	1	0	0	12	13	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	17	7	30	
Total: F			0	0	1	0	0	12	13	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	16	7	29	
G	MANAGEMENT ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	4	
G	PRINCIPAL HUMAN RESOURCES SPEC	Supervisor	1	1	2	0	0	0	4	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	5	9	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

A. Administration Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
	Supervisor Total		1	1	2	0	0	7	11	0	0	1	0	0	2	3	5	14						
G	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	1	0	0	1	1	2	2						
G	PRINCIPAL HUMAN RESOURCES SPEC	Worker	0	0	0	0	0	1	1	0	1	0	0	0	1	1	2	2						
G	PRINCIPAL MANAGEMENT ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
Worker Total			0	0	0	0	2	2	2	0	1	0	2	4	2	6	6							
Total: G			1	1	2	0	0	9	13	0	1	1	1	0	4	7	7	20						
H	PRINCIPAL ADMINISTRATOR	Supervisor	1	0	1	0	0	2	4	0	0	0	0	0	0	4	2	4						
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	2						
H	SENIOR HUMAN RESOURCES SPEC	Supervisor	0	0	1	0	0	3	4	0	0	0	0	0	0	4	1	4						
H	SENIOR RESOURCE ANALYST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
H	SR. INFORMATION SYSTEMS SPEC.	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
Supervisor Total			1	0	2	0	0	9	12	0	0	0	0	0	0	3	12	12						
H	PRIN. PUBLIC INFORMATION OFFR.	Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1						
H	PRINCIPAL ACCOUNTANT	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	1	1	1						
H	PRINCIPAL HUMAN RESOURCES SPEC	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
H	PRINCIPAL MANAGEMENT ANALYST	Worker	0	0	0	0	0	0	0	1	0	0	0	0	1	2	1	2						
H	PRINCIPAL RESOURCE ANALYST	Worker	0	1	0	0	0	0	1	0	0	0	0	0	1	1	1	1						
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	2						
H	SENIOR HUMAN RESOURCES SPEC	Worker	2	1	0	1	0	7	11	0	1	0	0	0	2	3	5	14						
H	SENIOR MANAGEMENT ANALYST	Worker	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	1						
H	SENIOR SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
H	SR. PUBLIC INFORMATION OFFICER	Worker	0	0	0	0	0	0	0	1	0	0	0	0	2	3	1	3						
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1						
Worker Total			3	2	0	1	1	11	18	2	1	0	0	0	7	10	9	28						
Total: H			4	2	2	1	1	20	30	2	1	0	0	0	7	10	12	40						
I	ASSOCIATE ADMINISTRATOR	Supervisor	1	0	1	0	0	0	2	0	0	0	0	0	0	2	2	2						
I	HUMAN RESOURCES SPECIALIST	Supervisor	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	1						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

A. Administration Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
	Supervisor Total		1	1	1	0	0	0	3	0	0	0	0	0	0	0	0	0	0	3	3			
I	ADMINISTRATIVE SPECIALIST IV	Worker																						
I	ADMINISTRATOR	Worker	0	0	1	0	0	6	7	0	0	0	0	0	0	0	0	0	0	1	7			
I	ASSOCIATE ADMINISTRATOR	Worker	1	0	1	0	0	6	8	0	1	0	0	0	0	0	0	0	1	3	9			
I	GRAPHICS DESIGNER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1			
I	HUMAN RESOURCES SPECIALIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1			
I	INFORMATION SYSTEMS SPECIALIST	Worker	2	0	0	0	0	7	9	0	0	0	0	0	0	0	0	0	0	2	9			
I	SENIOR ADMINISTRATOR	Worker	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1			
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1			
I	SR COMP PROGRAM TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
I	SR. PUBLIC INFORMATION OFFICER	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	1	3			
I	SYSTEMS ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1			
	Worker Total		3	0	4	0	0	25	32	0	1	0	0	0	0	2	3	0	2	8	35			
Total: I			4	1	5	0	0	25	35	0	1	0	0	0	0	2	3	0	2	11	38			
J	ADMINISTRATIVE SPECIALIST IV	Supervisor	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	1	2			
J	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1			
	Supervisor Total		0	0	1	0	0	2	3	0	0	0	0	0	0	0	0	0	0	1	3			
J	ADMINISTRATIVE SPECIALIST II	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	3			
J	ADMINISTRATIVE SPECIALIST III	Worker	1	2	1	1	0	9	14	0	0	0	0	0	0	0	0	0	0	5	14			
J	ADMINISTRATIVE SPECIALIST IV	Worker	1	2	1	0	0	7	11	0	0	0	0	0	0	0	0	0	0	4	11			
J	ADMINISTRATOR	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1			
J	ASSOCIATE ADMINISTRATOR	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	1	2			
	Worker Total		2	5	3	1	0	20	31	0	0	0	0	0	0	0	0	0	0	11	31			
Total: J			2	5	4	1	0	22	34	0	0	0	0	0	0	0	0	0	0	12	34			
K	ADMINISTRATIVE SPECIALIST III	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1			
Total: K			0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1			

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

A. Administration Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										>----->										Minor Total	Grand Total
			A	B	H	I	U	Total	A	B	H	I	U	Total	W	W	U	Total						
Total: Administration			12	10	15	2	1	89	129	7	5	1	1	0	29	43	53	172						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

B. Biology and Biotechnology Research Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->					W O M E N					<----->					M E N					<----->					Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total						
B	AD PHYSICIST	AD	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
D	BIOMEDICAL SCIENTIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
D	BIOPHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
Total: D			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2				
E	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
Total: E			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
F	BIOMEDICAL SCIENTIST	Supervisor	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	8	8	0	11				
F	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1				
Supervisor Total			0	0	1	0	0	3	4	0	0	0	0	0	0	0	0	0	0	0	0	14	14	1	18				
Total: F			0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	10	10	0	13				
G	BIOMEDICAL SCIENTIST	Supervisor	0	0	0	0	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	3	5	2	7				
G	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
Supervisor Total			0	0	0	0	0	4	4	0	1	1	0	0	0	0	0	0	0	0	0	3	5	2	9				
G	SR HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
Total: G			0	0	0	0	0	5	5	0	1	1	0	0	0	0	0	0	0	0	0	3	5	2	10				
H	BIOMEDICAL SCIENTIST	Supervisor	1	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3				
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2				
Supervisor Total			1	0	0	0	0	5	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6				

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

B. Biology and Biotechnology Research Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
H	BIOMEDICAL SCIENTIST	Worker	1	0	0	0	0	6	7	0	0	1	0	0	1	2	2	9	
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
	Worker Total		1	0	0	0	0	6	7	0	0	1	0	0	2	3	2	10	
Total: H			2	0	0	0	0	10	12	0	0	1	0	0	2	3	3	15	
I	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	
I	BIOMEDICAL SCIENTIST	Worker	3	0	0	0	0	3	6	0	0	0	0	0	1	1	3	7	
I	RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
	Worker Total		3	0	0	0	0	10	13	0	0	0	0	0	1	1	3	14	
Total: I			3	0	0	0	0	10	13	0	0	0	0	0	1	1	3	14	
J	ADMINISTRATIVE SPECIALIST III	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3	
J	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
J	PRIN. TECH PUBLICATIONS PRACT.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
J	PRINCIPAL MATERIAL HANDLER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
J	SCIENTIFIC TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
	Worker Total		0	0	1	0	0	6	7	0	0	0	0	0	1	1	1	8	
Total: J			0	0	1	0	0	6	7	0	0	0	0	0	1	1	1	8	
Total: Biology and Biotechnology Research Directorate			5	0	1	0	0	34	40	0	1	2	0	0	21	24	9	64	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

C. Chemistry and Material Science Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
B	METALLURGIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2			
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2			
C	CHEMIST	Manager	0	0	0	0	0	1	1	0	0	1	0	0	0	2	3	1	4	1	4			
C	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
C	PHYSICIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	4	4	0	5	0	5			
Manager Total			0	0	0	0	0	3	3	0	0	1	0	0	0	9	10	1	13	1	13			
C	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
Total: C			0	0	0	0	0	2	2	0	0	1	0	0	0	8	9	1	11	1	11			
D	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
D	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
D	MANAGER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1			
D	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3			
Manager Total			0	0	0	0	0	1	1	0	0	0	0	0	0	6	6	0	7	0	7			
D	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
D	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
D	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
Worker Total			0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3			
Total: D			0	0	0	0	0	1	1	0	0	0	0	0	0	8	8	0	9	0	9			
E	CHEMIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	3	3	0	4	0	4			
E	ENGINEER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1			
E	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
Manager Total			0	0	0	0	0	2	2	0	0	0	0	0	0	4	4	0	6	0	6			
E	CHEMIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	4	4	0	5	0	5			

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

C. Chemistry and Material Science Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total									
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W			Total								
E	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	1	1	1	0	1			
E	METALLURGIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2	2	0	2		
E	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	4	4	4	4	0	4	4		
Supervisor Total			0	0	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	0	0	0	9	11	2	12	12	12	12	12	12		
E	CHEMIST	Worker	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	2	1	3	3	3	3	3	3	3		
E	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	1	2	2	2	2	2	2	2		
E	METALLURGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1		
E	PHYSICIST	Worker	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	3	3	0	4	4	4	4	4	4	4	4	
Worker Total			0	0	0	0	0	2	2	2	2	0	0	0	0	0	0	0	0	0	0	6	8	2	10	10	10	10	10	10	10	10	
Total: E			0	0	0	0	0	5	5	2	0	1	1	1	0	19	23	4	28	28	28	28	28	28	28	28	28	28	28	28	28	28	
F	ENGINEER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	3	3	3	3	3	3	3	3	
F	CHEMIST	Supervisor	0	0	0	0	0	1	1	1	1	0	0	1	0	10	12	2	13	13	13	13	13	13	13	13	13	13	13	13	13		
F	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	4	4	4	4	4	4	4	
F	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	1	1		
F	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1	1	1	1	1		
F	METALLURGIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3	3	3	3	3	3	3	
F	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	3	3	3	3	3	3	3	
Supervisor Total			0	0	0	0	0	2	2	1	1	1	0	1	23	26	3	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	
F	CHEMIST	Worker	0	0	0	0	0	4	4	3	0	2	0	0	33	38	5	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	
F	ENGINEER	Worker	0	0	0	0	0	1	1	1	0	0	0	0	9	10	1	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
F	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
F	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
F	METALLURGIST	Worker	0	0	0	0	0	2	2	4	0	0	0	0	9	13	4	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	
F	PHYSICIST	Worker	0	0	0	0	0	1	1	4	0	0	0	0	13	17	4	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	
Worker Total			0	0	0	0	0	8	8	12	0	2	0	0	67	81	14	89	89	89	89	89	89	89	89	89	89	89	89	89	89	89	89
Total: F			0	0	0	0	0	10	10	13	1	2	1	1	90	107	17	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117	117

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

C. Chemistry and Material Science Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
G	CHEMIST	Worker	0	1	0	0	0	7	8	1	1	1	0	0	0	15	18	4	26	7				
G	ENGINEER	Worker	1	1	0	0	0	0	2	1	0	0	0	0	4	5	3	7	1					
G	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1					
G	METALLURGIST	Worker	0	0	0	0	0	0	0	1	0	0	0	0	3	4	1	4	1					
G	PHYSICIST	Worker	0	0	0	0	0	1	1	1	0	0	0	0	8	9	1	10	10					
G	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	0					
G	SCIENTIFIC ASSOCIATE - C/MS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2	0					
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	0					
G	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1					
G	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	1	1	1	1	1	0	0	8	11	3	12	12					
Worker Total			1	2	0	0	0	14	17	5	2	2	0	0	41	50	12	67	67					
Total: G			1	2	0	0	0	14	17	5	2	2	0	0	41	50	12	67	67					
H	SENIOR ADMINISTRATOR	Supervisor	0	0	1	0	0	1	2	0	0	0	0	0	0	0	1	2	2					
H	BIOLOGIST	Worker	0	0	1	0	0	1	2	0	0	0	0	0	1	1	3	3	3					
H	CHEMIST	Worker	1	0	1	0	0	4	6	2	1	1	0	0	7	11	6	17	17					
H	ENGINEER	Worker	1	0	0	0	0	1	2	1	0	0	0	0	0	1	2	3	3					
H	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1					
H	METALLURGIST	Worker	1	0	0	0	0	0	1	0	0	0	0	0	2	2	1	3	3					
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	1	1	0	3	3					
H	SCIENTIFIC ASSOCIATE	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1					
H	SCIENTIFIC ASSOCIATE - C/MS	Worker	0	0	0	0	0	4	4	0	0	2	0	0	11	13	2	17	17					
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2	2					
H	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	0	0	1	0	0	0	0	1	2	1	2	2					
H	SR TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	3	3	0	0	1	2	0	7	10	3	13	13					
H	TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					
Worker Total			3	1	3	0	0	18	25	4	1	4	2	0	32	43	18	68	68					
Total: H			3	1	3	0	0	18	25	4	1	4	2	0	32	43	18	68	68					
I	ADMINISTRATIVE SPECIALIST IV	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

C. Chemistry and Material Science Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total					
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total													
I	ADMINISTRATOR	Supervisor	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Supervisor Total			0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	1	0	0	7	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	8
I	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	COMPUTER SUPPORT TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	SR TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	TECHNICIAN - C/MS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I	TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Worker Total			0	0	1	0	1	13	15	0	0	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	3	1	18
Total: I			0	0	2	0	1	14	17	0	0	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	2	20	
J	ADMINISTRATIVE SPECIALIST IV	Worker	1	0	1	1	0	11	14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	14	
J	RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
J	TECHNICIAN - C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
J	TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Worker Total			1	0	1	1	0	12	15	0	0	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	3	18	
Total: J			1	0	1	1	0	12	15	0	0	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	3	18	
K	SR. INFORMATION SYSTEMS ASST.	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Total: K			0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Total: Chemistry and Material Science Directorate			5	4	6	1	1	76	93	24	4	10	4	0	0	206	248	4	10	4	0	206	248	4	10	4	58	341	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

D. Computation Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total								
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total																
B	MATHEMATICIAN	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
C	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
C	MATHEMATICIAN	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
Manager Total			0	0	0	0	0	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total: C			0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0
D	COMPUTER SCIENTIST/MATH PROGR	Manager	1	0	0	0	0	2	3	0	0	0	0	0	0	6	6	1	0	0	0	0	6	6	1	0	0	0	0	0	1	9
D	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0
D	SENIOR MANAGER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Manager Total			1	0	0	0	0	3	4	0	0	0	0	0	0	7	7	1	0	0	0	0	7	7	1	0	0	0	0	0	1	11
D	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0
D	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Supervisor Total			0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
D	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	3	3	0	0	0	0	0	0	0	3
Total: D			1	0	0	0	0	3	4	0	0	0	0	0	0	12	12	1	0	0	0	0	12	12	1	0	0	0	0	0	1	16
E	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	1	0	0	0	1	1	0	0	0	0	0	1	2	2	0	0	0	0	1	2	2	0	0	0	0	0	3	3
E	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	1	0
Manager Total			0	0	1	0	0	0	1	1	0	0	0	0	0	5	6	2	0	0	0	0	2	3	2	0	0	0	0	0	1	1
E	COMPUTER SCIENTIST/MATH PROGR	Supervisor	2	0	0	0	0	6	8	1	1	1	0	0	0	15	18	5	0	0	0	0	15	18	5	0	0	0	0	0	5	26
E	COMPUTER SCIENTIST/MATH PROGR	Worker	1	0	0	0	0	3	4	0	0	0	0	0	3	22	25	1	0	0	0	3	22	25	1	0	0	0	0	1	29	29
E	ENGINEER	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	0	0	0	1	1	0
E	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

D. Computation Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
Worker Total			3	0	0	0	0	9	12	2	1	1	0	3	40	47	7	59						
Total: E			3	0	1	0	0	9	13	3	1	1	0	3	42	50	9	63						
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
F	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	11	11	0	0	0	0	20	20	0	31							
F	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	1	1	0	1	0	0	0	1	1	2							
F	MATHEMATICIAN	Supervisor	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1							
F	SENIOR SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1							
F	SYSTEMS & NETWORK SR ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1							
Supervisor Total			0	0	0	0	0	13	13	0	2	0	0	22	24	2	37							
F	COMPUTER SCIENTIST/MATH PROGR	Worker	5	0	1	0	1	37	44	19	2	4	0	5	139	169	31	213						
F	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1							
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1							
F	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	5	5	0	5							
F	PHYSICIST	Worker	0	0	0	0	0	0	0	1	0	0	0	5	6	1	6							
F	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4							
F	SYSTEMS & NETWORK SR ASSOCIATE	Worker	0	0	0	0	0	1	1	1	0	0	0	1	3	5	1	6						
Worker Total			5	0	1	0	1	38	45	21	2	4	0	6	158	191	33	236						
Total: F			5	0	1	0	1	51	58	21	4	4	0	6	180	215	35	273						
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
G	SENIOR ADMINISTRATOR	Manager	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	1						
Manager Total			0	1	0	0	0	1	2	0	0	0	0	0	0	1	2	2						
G	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	3	3	0	0	0	0	1	1	0	4	4						
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1						
G	PRINCIPAL RESOURCE ANALYST	Supervisor	0	0	1	0	0	1	2	0	0	0	0	0	0	1	2	2						
G	SYSTEMS & NETWORK SR ASSOCIATE	Supervisor	0	0	0	0	0	1	1	0	0	0	0	1	1	0	2	2						
Supervisor Total			0	0	1	0	0	6	7	0	0	0	0	2	2	1	9	9						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

D. Computation Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	COMPUTER PROGRAMMING ASSOCIATE	Worker	3	0	1	1	0	2	7	0	0	0	0	0	4	4	5	11						
G	COMPUTER SCIENTIST/MATH PROGR	Worker	7	2	2	0	1	34	46	14	2	4	1	5	92	118	32	164						
G	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	1	1	0	3	5	0	0	0	0	0	3	3	2	8						
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1						
G	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SR PLANT FACILITY MAINT COORD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SUPERVISOR	Worker	0	0	1	0	0	0	1	1	0	0	0	0	2	3	2	4						
G	SYSTEMS & NETWORK ASSOCIATE	Worker	0	0	2	0	0	11	13	3	0	2	1	1	30	37	8	50						
G	SYSTEMS & NETWORK SR ASSOCIATE	Worker	0	0	0	0	0	2	2	1	0	0	0	0	9	10	1	12						
Worker Total			10	2	7	2	1	53	75	19	2	6	2	6	144	179	50	254						
Total: G			10	3	8	2	1	60	84	19	2	6	2	6	146	181	52	265						
H	ADMINISTRATOR	Supervisor	0	0	1	0	0	3	4	0	0	0	0	0	0	0	1	4						
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	3						
Supervisor Total			0	0	1	0	0	6	7	0	0	0	0	0	0	0	1	7						
H	ADMINISTRATOR	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	3						
H	COMP PROGRAMMING TECHNOLOGIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
H	COMPUTER PROGRAMMING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
H	COMPUTER SCIENTIST/MATH PROGR	Worker	3	1	0	0	0	5	9	2	0	1	0	0	11	14	7	23						
H	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2						
H	COMPUTER SUPPORT TECHNOLOGIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
H	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1						
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	1						
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2						
H	SENIOR RESOURCE ANALYST	Worker	2	0	1	0	0	0	3	0	0	0	0	0	0	0	3	5						
H	SR COMP PROGRAM TECHNOLOGIST	Worker	1	0	1	0	0	2	4	0	0	0	0	0	1	1	2	5						
H	SR COMP SUPPORT TECHNOLOGIST	Worker	1	1	1	0	0	6	9	0	3	0	0	0	4	7	6	16						
H	SR COMPUTER OPS TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	2	0	0	1	3	2	3						
H	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1						
H	SYSTEMS & NETWORK ASSOCIATE	Worker	0	0	1	0	0	1	2	1	0	3	0	1	9	14	5	16						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

D. Computation Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->					W O M E N					<----->					M E N					Minor		Grand
			A	B	H	I	U	A	B	H	I	U	A	B	H	I	U	W	Total	Total					
Total: J			3	1	6	1	0	22	33	1	0	2	0	0	5	8						14	41		
Total: Computation Directorate			32	9	25	5	3	237	311	52	17	29	3	19	478	598						172	909		

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In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

E. Defense and Nuclear Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----- W O M E N ----->										<----- M E N ----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
E	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	1	0	0	14	15	1	15						
Total: E			1	0	0	0	0	0	1	2	1	1	0	0	28	32	5	33						
F	EXECUTIVE STAFF MEMBER	Manager	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1						
F	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
F	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
F	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
F	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	8	8	0	8						
Supervisor Total			1	0	0	0	0	0	1	0	0	1	0	0	26	27	2	28						
F	ENGINEER	Worker	1	0	0	0	0	0	1	0	1	0	0	0	4	5	2	6						
F	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4						
F	METALLURGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
F	PHYSICIST	Worker	1	0	0	0	0	10	11	7	0	3	1	0	89	100	12	111						
F	SENIOR SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
Worker Total			2	0	0	0	0	10	12	7	1	3	1	0	99	111	14	123						
Total: F			3	0	0	0	0	10	13	7	1	3	1	0	111	123	15	136						
G	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
Manager Total			0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2						
G	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
Supervisor Total			0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3						
G	BIOPHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	CLASSIFICATION ADVISOR III	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

E. Defense and Nuclear Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			>----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
G	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1
G	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
G	PHYSICIST	Worker	0	0	0	0	0	0	0	0	1	0	0	0	0	4	5	1	5
G	SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
G	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	0	5
G	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
Worker Total			0	0	0	0	0	1	1	1	0	1	0	0	0	15	17	2	18
Total: G			0	0	0	0	0	3	3	1	0	1	0	0	0	18	20	2	23
H	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
H	SENIOR ADMINISTRATOR	Supervisor	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	1	2
H	SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1
Supervisor Total			0	0	1	0	0	2	3	0	0	1	0	0	0	0	1	2	4
H	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	1	1	0	4
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2
H	SR HYDRO TECHNOLOGIST-SITE 300	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	7	7	0	8
H	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	1	0	1	2	0	0	0	0	0	0	1	1	1	3
Worker Total			0	0	0	1	0	7	8	0	0	0	0	0	0	10	10	1	18
Total: H			0	0	1	1	0	9	11	0	0	1	0	0	0	10	11	3	22
I	ADMINISTRATOR	Supervisor	1	0	1	1	0	1	4	0	0	0	0	0	0	0	0	3	4
I	SENIOR ADMINISTRATOR	Supervisor	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1
I	SR SCIENTIFIC TECHNOLOGIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1
Supervisor Total			1	1	1	1	0	1	5	0	0	0	0	0	0	1	1	4	6
Total: I			0	2	4	0	0	15	21	0	0	0	0	0	0	0	0	6	21
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2
I	ADMINISTRATOR	Worker	2	0	0	0	0	1	3	0	0	0	0	0	0	0	0	2	3
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
I	COMPUTER OPS TECHNOLOGIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

E. Defense and Nuclear Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total				
I	RESOURCE ANALYST	Worker	0	1	1	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3			
I	SR HYDRO TECHNOLOGIST-SITE 300	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	1			
I	SR TECHNICAL ILLUSTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
I	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1			
	Worker Total		2	3	5	0	0	21	31	0	0	2	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	12	33			
	Total: I		3	4	6	1	0	22	36	0	0	2	0	0	0	0	0	0	2	0	0	0	1	3	1	3	1	0	0	3	16	39		
J	ADMINISTRATIVE SPECIALIST III	Worker	0	0	3	1	0	15	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	21			
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	3	0	0	20	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	23			
J	ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
J	PR. INFORMATION SYSTEM ASST.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
	Worker Total		0	0	6	1	0	36	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	7	46			
	Total: J		0	0	6	1	0	36	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	7	46			
K	ADMINISTRATIVE SPECIALIST III	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
	Total: K		0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1			
	Total: Defense and Nuclear Technologies Directorate		7	4	13	3	0	81	108	11	2	8	1	0	0	0	204	226	49	334														

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

F. Director's Office Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	
Total: D			0	0	0	0	0	3	3	0	0	2	0	0	1	3	2	6						
E	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	
E	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	0	1	
E	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	
E	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2	
Manager Total			0	0	0	0	0	1	1	0	0	0	0	0	0	5	5	0	6					
E	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	
Total: E			0	0	0	0	0	1	1	0	0	0	0	0	0	5	5	0	6					
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	2	2	0	0	0	0	0	0	1	1	0	3	0	3	0	3	
F	MANAGER	Manager	0	0	0	0	0	3	3	0	0	0	0	0	0	1	1	0	4	0	4	0	4	
Manager Total			0	0	0	0	0	5	5	0	0	0	0	0	0	3	3	0	8					
F	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	0	1	
F	ADMIN ASST TO LAB DIRECTOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	0	1	
F	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	3	4	1	4					
F	ENVIRONMENTAL SCIENTIST	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	1	0	1	0	
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	4	4	0	5					
F	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2					
Worker Total			1	0	0	0	0	3	4	0	0	1	0	0	9	10	2	14						
Total: F			1	0	0	0	0	8	9	0	0	1	0	0	11	12	2	21						
G	MANAGEMENT ASSOCIATE	Supervisor	0	1	0	0	0	2	3	1	0	0	0	0	0	1	2	2	5					
G	MANAGER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	1					
G	PRINCIPAL RESOURCE ANALYST	Supervisor	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

F. Director's Office Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										<----->										Minor Total	Grand Total	
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total												
G	PRINCIPAL SYSTEMS ANALYST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	0	1	0	1	
	Supervisor Total		0	1	0	1	0	4	6	1	0	0	0	0	0	3	4																		
G	ACCOUNTING SPECIALIST	Worker	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	2		
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	0	1	0	1	
G	MANAGER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
G	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	3	0	3	0	3	0	3	0	3
G	PRINCIPAL RESOURCE ANALYST	Worker	1	0	0	0	0	2	3	1	0	0	0	0	0	0	1	0	0	0	0	0	1	2	2	0	5	0	5	0	5	0	5	0	5
G	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	2	
	Worker Total		2	1	0	0	0	6	9	1	0	0	0	0	0	4	5																		
Total: G			2	2	0	1	0	10	15	2	0	0	0	0	0	7	9																		
H	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	
H	PRINCIPAL ACCOUNTANT	Supervisor	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1	2	1	2	0	2	0	2	0	2	0	2
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1
	Supervisor Total		0	0	0	0	0	2	2	1	0	0	0	0	0	1	2																		
H	ACCOUNTING SPECIALIST	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	3	0	3	0	3	0	3	
H	ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H	PRINCIPAL ACCOUNTANT	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	1	2	0	3	0	3	0	3	0	3	
H	PRINCIPAL RESOURCE ANALYST	Worker	1	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	0	4	0	4	0	4	0	4	
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
H	SENIOR EXECUTIVE SECRETARY	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	3	0	3	0	3	0	3	
	Worker Total		1	1	1	0	0	12	15	0	1	0	0	0	0	4	5																		
Total: H			1	1	1	0	0	14	17	1	1	0	0	0	0	5	7																		
I	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	
I	ACCOUNTANT	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1	0	1	
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	1	0	0	8	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

F. Director's Office Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
I	ADMINISTRATOR	Worker	0	0	0	0	0	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	9	3
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	1	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	1	3	
I	PRINCIPAL ACCOUNTANT	Worker	3	0	0	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	3	4	
I	RESOURCE ANALYST	Worker	0	0	1	0	0	2	3	0	0	0	0	0	0	0	0	1	1	1	1	4	4	
I	SENIOR ACCOUNTANT	Worker	1	0	0	0	0	4	5	0	0	0	0	0	0	0	0	1	1	1	1	6	6	
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
I	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	
I	SENIOR SYSTEMS ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Worker Total			4	0	3	0	0	29	36	1	0	0	0	0	0	3	4	8	40	40	8	40	40	
Total: I			4	0	3	0	0	29	36	1	0	0	0	0	0	3	4	8	40	40	8	40	40	
J	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
J	ACCOUNTANT	Worker	0	0	0	1	0	3	4	0	0	0	0	0	0	0	0	0	0	0	0	1	4	
J	ADMINISTRATIVE SPECIALIST III	Worker	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	1	0	0	4	5	0	0	0	0	0	0	0	0	0	0	0	0	1	5	
J	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
J	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
J	PR. ACCOUNTING ASSISTANT	Worker	1	0	1	0	0	7	9	0	0	0	0	0	0	0	0	0	0	0	0	2	9	
J	SENIOR ACCOUNTANT	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
J	SYSTEMS ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
Worker Total			2	0	2	1	0	20	25	0	0	0	0	0	0	0	0	5	25	25	5	25	25	
Total: J			2	0	2	1	0	20	25	0	0	0	0	0	0	0	0	5	25	25	5	25	25	
K	ACCOUNTING ASSISTANT	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	1	1	1	
K	PR. ACCOUNTING ASSISTANT	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	1	1	1	
K	SR. ACCOUNTING ASSISTANT	Worker	0	0	2	1	0	4	7	0	0	0	0	0	0	0	0	3	7	3	7	7	7	
Worker Total			2	0	2	1	0	4	9	0	0	0	0	0	0	0	0	5	9	5	9	9	9	
Total: K			2	0	2	1	0	4	9	0	0	0	0	0	0	0	0	5	9	5	9	9	9	
Total: Director's Office			12	3	8	3	1	92	119	5	1	3	1	0	55	65	36	184	184	36	184	184	184	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

G. Energy and Environmental Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
C	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Total: C			0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
D	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
D	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	ENVIRONMENTAL SCIENTIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	1	0	1	0	2		
D	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3	0	3		
Manager Total			0	0	0	0	0	1	1	0	0	0	0	0	9	9	0	9	0	9	0	10		
D	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
Worker Total			0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	0	4		
Total: D			0	0	0	0	0	1	1	0	0	0	0	0	11	11	0	11	0	12	0	12		
E	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
E	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
E	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Supervisor Total			0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	0	4		
E	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3	0	3		
E	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
E	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	8	9	1	9	1	9	0	9		
Worker Total			0	0	0	0	0	0	0	0	0	0	0	0	12	13	1	13	1	13	0	13		
Total: E			0	0	0	0	0	0	0	1	0	0	0	0	16	17	1	17	1	17	0	17		
F	BIOCHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
F	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

G. Energy and Environmental Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	W	I	U	Total	A	B	H	W	I	U	Total	A	B	H	W	I	U	Total	
F	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
F	PHYSICIST	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	3	4	1	4
F	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Manager Total		0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	0	0	7	8	1	10	
F	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
F	ENGINEER	Supervisor	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	5	6	1	6	
F	ENVIRONMENTAL SCIENTIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	0	2	
F	PHYSICIST	Supervisor	0	0	0	0	0	0	1	1	0	0	0	0	0	0	7	8	1	7	8	1	9	
	Supervisor Total		0	0	0	0	0	0	1	2	0	0	0	0	0	0	15	17	2	15	17	2	18	
F	CHEMIST	Worker	0	0	0	0	0	0	4	0	0	1	0	0	0	0	9	10	1	9	10	1	14	
F	ENGINEER	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	4	1	3	4	1	4	
F	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	2	
F	PHYSICIST	Worker	2	0	0	0	0	0	4	3	1	1	0	0	0	0	31	36	7	31	36	7	42	
	Worker Total		2	0	0	0	0	0	9	4	1	2	0	0	0	0	44	51	9	44	51	9	62	
Total: F			2	0	0	0	0	0	12	7	1	2	0	0	0	0	66	76	12	66	76	12	90	
G	CHEMIST	Manager	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
G	EXECUTIVE STAFF MEMBER	Manager	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Manager Total		1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4
G	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
G	PRINCIPAL RESOURCE ANALYST	Supervisor	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	Supervisor Total		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2
G	CHEMIST	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
G	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
G	ENVIRONMENTAL SCIENTIST	Worker	0	0	1	0	0	0	2	0	0	0	0	0	0	0	2	2	1	2	2	1	1	5

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

G. Energy and Environmental Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	MANAGER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	24		
G	PHYSICIST	Worker	0	0	0	0	0	4	4	1	0	0	0	0	0	1	1	0	0	1	0	1		
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
G	SR HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
G	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	0	2	0	2		
Worker Total			0	0	1	0	0	8	9	1	0	0	0	0	0	28	29	2	0	38	0	38		
Total: G			2	0	1	0	0	11	14	1	0	0	0	0	0	29	30	4	0	44	0	44		
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2		
H	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
H	PHYSICIST	Worker	0	0	0	0	0	1	1	0	0	1	0	0	0	1	2	1	0	3	0	3		
H	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
H	PRINCIPAL RESOURCE ANALYST	Worker	1	0	0	0	0	3	4	0	0	0	0	0	0	0	0	0	1	4	0	1		
H	SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	2	0	0	0	2	0	2		
H	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	0	2	0	2		
H	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	1	0	3	0	3		
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0	2		
Worker Total			1	0	0	0	0	11	12	0	0	1	1	0	0	7	9	3	0	21	0	21		
Total: H			1	0	0	0	0	11	12	0	0	1	1	0	0	7	9	3	0	21	0	21		
I	ADMINISTRATOR	Supervisor	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	3	0	3		
I	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
I	SENIOR ADMINISTRATOR	Supervisor	0	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	1	2	0	2		
Supervisor Total			0	1	0	0	0	5	6	0	0	0	0	0	0	0	0	1	0	6	0	6		
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	2	0	0	6	8	0	0	0	0	0	0	0	0	2	8	0	0	8		
I	ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2	0	0	2		
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2		
I	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	1	0	0	1		

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

G. Energy and Environmental Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total							
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total															
I	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	
I	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	Worker Total		0	0	3	0	0	13	16	0	0	0	0	0	0	0	1	1	3	17											
Total: I			0	1	3	0	0	18	22	0	0	0	0	0	0	0	1	1	4	23											
J	ADMINISTRATIVE SPECIALIST I	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1											
J	ADMINISTRATIVE SPECIALIST III	Worker	0	1	1	1	0	5	8	0	0	0	0	0	0	0	0	0	0	3	8										
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	2	1	0	0	10	13	0	0	0	0	0	0	0	0	0	0	3	13										
J	ASSOCIATE ADMINISTRATOR	Worker	0	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	1	2											
J	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	0	2											
	Worker Total		0	4	2	1	0	18	25	0	0	0	0	0	0	0	1	1	0	2											
Total: J			0	4	2	1	0	18	25	0	0	0	0	0	0	0	1	1	7	26											
K	ADMINISTRATIVE SPECIALIST II	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2											
Total: K			0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	2											
Total: Energy and Environmental Directorate			5	5	6	1	0	73	90	9	1	3	1	0	0	0	133	147	31	237											

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total								
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total																
B	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
B	METALLURGIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Manager Total			0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
C	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	1	0	0	0	5	6	1	6	1	0	0	0	0	0	0	0	0	0	0	0	6
C	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
C	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total: C			0	0	0	0	0	0	0	0	0	1	0	0	0	7	8	1	8	1	0	0	0	0	0	0	0	0	0	0	0	8
D	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
D	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	1	1	0	0	9	11	2	11	0	0	0	0	0	0	0	0	0	0	0	0	11
Manager Total			0	0	0	0	0	1	1	0	0	2	1	0	0	16	19	3	20	0	0	0	0	0	0	0	0	0	0	0	0	0
D	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	0	16	17	1	17	0	0	0	0	0	0	0	0	0	0	0	0	17
D	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
D	ENGINEER	Worker	0	0	0	0	0	0	0	1	1	0	0	0	0	11	11	0	11	0	0	0	0	0	0	0	0	0	0	0	0	12
Worker Total			0	0	0	0	0	1	1	0	0	1	0	0	0	28	29	1	30	0	0	0	0	0	0	0	0	0	0	0	0	0
Total: D			0	0	0	0	0	2	2	0	0	2	1	0	0	37	40	3	42	0	0	0	0	0	0	0	0	0	0	0	0	0
E	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0	5
E	ENGR/SCI STAFF ASSOCIATE	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
E	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
E	SR ENGR/SCI STAFF ASSOCIATE	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	4	5	1	5	0	0	0	0	0	0	0	0	0	0	0	0	5
Manager Total			0	0	0	0	0	0	0	0	0	0	0	0	0	9	12	2	12	0	0	0	0	0	0	0	0	0	0	0	0	12
E	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total										
			A	B	H	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total												
E	ENGINEER	Supervisor	0	0	0	0	0	4	4	1	0	1	0	0	0	17	19	2	23															
E	METALLURGIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1															
E	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2															
Supervisor Total			0	0	0	0	0	4	4	1	0	2	0	0	0	20	23	3	27															
E	COMPUTER SCIENTIST/MATH PROGR																																	
E	ENGINEER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	2	2	0	3																
E	PHYSICIST	Worker	0	0	0	0	0	0	0	3	0	0	0	0	1	28	32	3	32															
Worker Total			0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3																
Total: E			0	0	0	0	0	1	1	3	0	0	1	33	37	3	38																	
F	ENGINEER	Manager	0	0	0	0	0	1	1	0	0	1	0	0	2	3	1	4																
F	ENGR/SCI STAFF ASSOCIATE	Manager	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3																
F	PRINCIPAL ADMINISTRATOR	Manager	1	0	1	0	0	0	2	0	0	0	0	0	0	0	2	2	0	2														
Manager Total			1	0	1	0	0	1	3	0	0	1	0	0	5	6	3	9																
F	ENGINEER	Supervisor	1	0	0	0	0	2	3	1	0	0	0	0	24	25	2	28																
F	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	6	7	1	7																
F	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2																
F	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1																
F	SENIOR ENGINEERING ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	19	23	4	23																
F	SENIOR SUPERVISOR	Supervisor	0	0	1	0	0	0	1	0	1	1	1	0	7	10	4	11																
F	SR ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1																
Supervisor Total			1	0	1	0	0	3	5	1	1	6	1	0	59	68	11	73																
F	CHEMIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1																
F	COMPUTER PROGRAMMING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1																
F	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	9	10	1	11																
F	ENGINEER	Worker	5	0	0	0	0	17	22	31	2	7	2	5	212	259	47	281																
F	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	8	8	0	8																
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0																
F	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1																

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	U	W	Total	A	B	H	I	M	N	U	W	Total							
F	METALLURGIST	Worker	0	0	0	0	1	1	0	0	0	0	0	0	0	2	0	3						
F	PHYSICIST	Worker	0	0	0	0	1	1	1	0	0	0	0	0	0	8	9	10						
F	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	1	0	0	1	0	1	0	27	29	29						
F	SR ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1						
F	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1						
F	SYSTEMS & NETWORK ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2						
F	SYSTEMS & NETWORK SR ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1						
	Worker Total		5	0	0	0	23	28	34	2	7	3	5	274	325	51	353							
	Total: F		7	0	2	0	27	36	35	3	14	4	5	338	399	65	435							
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3						
G	SENIOR ADMINISTRATOR	Manager	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1						
	Manager Total		0	0	1	1	0	2	4	0	0	0	0	0	0	2	4							
G	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	1	0	0	1	2	1	2							
G	ENGINEERING DESIGN ASSOCIATE	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1							
G	SENIOR ENGINEERING ASSOCIATE	Supervisor	0	0	0	0	0	0	0	1	0	0	0	0	12	13	13							
G	SENIOR SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	8	9	9							
G	SYSTEMS & NETWORK SR ASSOCIATE	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
	Supervisor Total		0	0	0	0	2	2	1	0	2	0	0	22	25	3	27							
G	COMPUTER PROGRAMMING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2							
G	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	1	1	0	0	1	0	0	3	4	5							
G	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4							
G	ENGINEER	Worker	3	0	2	0	18	23	10	5	6	1	5	113	140	27	163							
G	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	2	0	1	0	0	6	9	3	9							
G	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	4	4	2	0	2	0	0	52	56	4	60							
G	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	2	2	0	1	0	1	0	4	6	2	8							
G	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1							
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	1	1	0	0	0	1	0	0	1	1	2							
G	MATHEMATICIAN	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1							
G	METALLURGIST	Worker	1	0	0	0	0	1	0	0	0	0	0	1	1	1	2							

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	PHYSICIST	Worker	0	0	0	0	0	0	0	1	0	1	0	0	0	2	4					2	4	
G	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0					0	1	
G	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	3	4					1	4	
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	1	1	3	0	5	0	1	78	87					8	88	
G	SENIOR SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2					0	2	
G	SR HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					1	1	
G	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	
G	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2					0	2	
G	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4					0	4	
G	SYSTEMS & NETWORK ASSOCIATE	Worker	0	0	0	0	0	0	0	0	1	0	0	0	0	8	9					1	9	
G	SYSTEMS & NETWORK SR ASSOCIATE	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2					1	2	
Worker Total			4	0	2	0	0	28	34	19	8	17	3	6	288	341					53	375		
Total: G			4	0	3	1	0	32	40	20	8	19	3	6	310	366					58	406		
H	SENIOR ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0					0	1	
H	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0					0	1	
H	ENGINEERING TECHNICAL ASSOC	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	
H	FACILITY ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	
H	SENIOR ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0					0	1	
H	SR TECHNOLOGIST-MECHANICAL	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	4	6					0	6	
Supervisor Total			0	0	0	0	0	3	3	0	0	0	0	2	6	8					0	11		
H	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	
H	COMPUTER PROGRAMMING ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	2	2					0	3	
H	COMPUTER SUPPORT ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2					0	2	
H	DESIGN DRAFTER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	
H	DESIGNER	Worker	1	0	0	0	0	5	6	2	0	5	0	0	0	36	43					8	49	
H	ENGINEER	Worker	0	0	1	0	0	3	4	0	0	0	0	0	0	18	18					1	22	
H	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	3	4					1	4	
H	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	19	19					0	21	
H	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	2	2					0	3	
H	FAB TECH SPEC-ELECTRONICS	Worker	1	0	0	0	0	2	3	0	0	0	0	0	0	8	8					1	11	
H	HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					0	1	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
H	MACHINE REPAIRER III	Worker	0	0	0	0	0	0	0	2	1	0	0	0	0	8	11	3	11
H	MATHEMATICIAN	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
H	MECHANICAL INSPECTOR III	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	7	7	0	7
H	METAL FABRICATOR II	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
H	METAL FABRICATOR III	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	12	13	1	13
H	PRINCIPAL RESOURCE ANALYST	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
H	RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	1	0	0	0	0	1	2	1	3
H	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
H	SENIOR MACHINIST I	Worker	0	0	1	0	0	0	1	0	0	1	0	0	0	10	11	2	12
H	SENIOR MACHINIST II	Worker	0	0	0	0	0	2	2	4	2	5	3	0	0	56	70	14	72
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2
H	SR COMP PROGRAM TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
H	SR COMP SUPPORT TECHNOLOGIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	2	2	0	3
H	SR HEALTH-SAFETY TECHNOLOGIST	Worker	0	0	0	0	0	1	1	1	0	0	0	0	0	3	4	1	5
H	SR TECHNOLOGIST - C/MS	Worker	0	0	1	0	0	4	5	0	0	1	0	0	1	65	74	9	75
H	SR TECHNOLOGIST-ELECTRONICS	Worker	0	1	0	0	0	9	10	7	6	12	1	5	128	159	27	169	
H	SR TECHNOLOGIST-MECHANICAL	Worker	0	1	0	0	0	4	5	0	0	5	0	0	21	26	6	31	
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	3	3	0	4	
H	SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	SYSTEMS & NETWORK ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
H	SYSTEMS & NETWORK SR. TECHN	Worker	0	0	0	0	0	2	2	0	1	2	0	0	4	7	3	9	
H	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	2	2	0	1	0	0	0	1	2	1	4	
H	TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	1
Worker Total			3	4	3	0	0	44	54	20	13	36	5	6	422	502	84	556	
Total: H			3	4	3	0	0	47	57	20	13	36	5	8	428	510	84	567	
I	ADMINISTRATIVE SPECIALIST IV	Supervisor	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	3
I	ADMINISTRATOR	Supervisor	0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3	
I	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	1	0	0	1	2	0	0	0	0	0	0	0	1	2	
I	SR. TECHNICAL COORD.	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Supervisor Total			0	0	3	0	0	3	6	0	0	0	0	0	1	1	3	7	
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	7	1	0	15	23	0	0	0	0	0	0	0	8	23	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
I	ADMINISTRATOR	Worker	0	0	1	1	0	2	4	0	0	0	0	0	0	1	1	2	5					
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	0	4					
I	COMP PROGRAMMING TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	COORDINATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2					
I	DESIGN DRAFTER	Worker	0	0	0	0	0	1	1	1	0	0	0	0	0	7	8	1	9					
I	DESIGNER	Worker	1	0	0	0	0	3	4	2	2	1	1	0	0	12	18	7	22					
I	FAB TECH SPEC-ELECTRONICS	Worker	0	0	0	0	0	2	2	1	0	0	0	0	1	4	6	1	8					
I	HEALTH & SAFETY TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2					
I	HEALTH & SAFETY TECHNOLOGIST	Worker	0	0	0	0	0	4	4	0	1	0	0	0	0	6	7	1	11					
I	LEAD OPERATOR - PRINTING SVCS	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2					
I	MACHINE REPAIRER I	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
I	SR FAB TECHNICIAN-ELECTRONICS	Worker	0	0	0	0	0	0	0	1	0	2	0	0	0	3	6	3	6					
I	SR HEALTH-SAFETY TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	SR TECHNOLOGIST - C/MS	Worker	1	0	0	0	0	2	3	0	0	0	0	0	0	0	0	1	3					
I	SR TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	1	0	0	1	1	6	9	2	9						
I	SR TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	0	0	2	3	6	0	1	23	35	11	35						
I	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	3	3	0	0	5	1	0	6	12	6	15						
I	SYSTEMS & NETWORK SR. TECHNOL	Worker	0	0	0	0	0	1	1	0	1	0	0	0	0	1	1	2	4					
I	SYSTEMS & NETWORK TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	TECHNICAL COORDINATOR	Worker	0	1	1	0	0	3	5	0	0	0	0	0	0	8	8	2	13					
I	TECHNICIAN-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	3	1	2	0	0	0	8	14	6	14					
I	TECHNOLOGIST-MECHANICAL	Worker	0	1	0	0	0	0	1	1	0	0	0	0	1	19	21	2	22					
Worker Total			2	2	9	2	0	45	60	12	8	16	3	4	111	154	54	214						
Total: I			2	2	12	2	0	48	66	12	8	16	3	4	112	155	57	221						
J	ADMINISTRATIVE SPECIALIST IV	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					
J	ADMINISTRATIVE SPECIALIST II	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
J	ADMINISTRATIVE SPECIALIST III	Worker	1	2	5	1	0	21	30	0	0	0	0	0	0	0	0	9	30					
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	1	4	0	0	15	20	0	0	0	0	0	0	0	0	5	20					
J	COMP PROGRAMMING TECHNICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
J	COORDINATOR	Worker	1	0	0	0	1	1	3	0	0	0	0	0	0	0	0	1	3					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

H. Engineering Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
J	DESIGN DRAFTER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
J	DRAFTER	Worker	0	0	0	0	0	0	0	0	0	2	0	0	0	1	3	2	3
J	ENGINEERING/SCIENTIFIC ASST.	Worker	1	0	0	0	0	4	5	0	0	0	0	0	0	1	1	1	6
J	FAB TECHNICIAN-ELECTRONICS	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
J	FABRICATION ASST. II	Worker	0	0	0	0	0	0	0	0	1	2	0	0	0	0	3	3	3
J	FABRICATION ASST. III	Worker	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1
J	HEALTH & SAFETY TECHNICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
J	PRINT ROOM OPERATIONS SPEC	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1
J	SR PRINT ROOM OPERATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2
J	TECHNICIAN-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	2	0	0	0	1	3	2	3
J	TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	2
J	TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	1	1	0	0	1	0	0	0	1	2	1	3
Worker Total			4	4	9	1	2	45	65	0	1	8	0	0	10	19	27	84	84
Total: J			4	4	9	1	2	45	65	0	1	8	0	0	10	19	27	84	84
K	ADMINISTRATIVE SPECIALIST II	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	1	2	2
K	ADMINISTRATIVE SPECIALIST III	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1
Worker Total			0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3	3
Total: K			0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3	3
Total: Engineering Directorate			20	10	30	4	2	208	274	94	35	95	16	25	1308	1573	304	1847	1847

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
C	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
Total: C			0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3	0	3		
D	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	0	4		
D	SENIOR MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Manager Total			0	1	0	0	0	0	1	0	0	0	0	0	10	10	1	11	1	11	1	11		
D	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
D	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
Total: D			0	0	0	0	0	0	0	0	0	0	0	0	12	12	0	12	0	12	0	12		
E	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	0	0	0	3	3	0	0	0	0	0	2	2	0	2	0	2	0	5		
E	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
E	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
E	SENIOR MANAGER	Manager	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	1	1		
Manager Total			1	0	0	0	0	3	4	0	0	0	0	0	8	8	1	12	1	12	1	12		
E	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
E	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
E	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
Worker Total			0	0	0	0	0	1	1	0	0	0	0	0	3	3	0	4	0	4	0	4		
Total: E			1	0	0	0	0	4	5	0	0	0	0	0	8	8	1	13	1	13	1	13		
F	COMPUTER SCIENTIST/MATH PROGR	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
F	ENGINEER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2	0	2	0	2		
F	ENGR/SCI STAFF ASSOCIATE	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
F	MANAGER	Manager	0	0	0	0	0	3	3	0	1	2	0	0	4	7	3	10	3	10	3	10		

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
	Manager Total		0	0	0	0	0	4	4	0	1	2	0	0	0	9	12	3	16					
F	COMPUTER SCIENTIST/MATH PROGR	Supervisor																						
F	ENGINEER	Supervisor	1	0	0	0	0	2	3	1	0	1	0	0	0	4	6	3	9					
F	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	1	1	0	0	5	7	2	7					
F	MANAGER	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	1	1	0	3					
F	SENIOR SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2					
	Supervisor Total																							
			1	0	0	0	0	6	7	1	0	2	1	0	0	16	20	5	27					
F	COMPUTER SCIENTIST/MATH PROGR	Worker																						
F	ENGINEER	Worker	1	0	0	0	0	4	5	1	0	0	0	0	0	13	14	2	19					
F	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	1	1	5	0	1	1	0	0	14	21	7	22					
	Worker Total																							
			1	0	0	0	0	5	6	6	0	1	1	0	0	30	38	9	44					
Total: F			2	0	0	0	0	15	17	7	1	5	2	0	0	55	70	17	87					
G	EXECUTIVE STAFF MEMBER	Manager																						
G	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2					
G	PRINCIPAL RESOURCE ANALYST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2					
G	PROCUREMENT SPECIALIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
	Manager Total																							
			0	0	0	0	0	3	3	0	0	0	0	0	0	3	3	0	6					
G	AIR CONDITIONING MECH. SUPR.	Supervisor																						
G	COMPUTER SCIENTIST/MATH PROGR	Supervisor	0	1	0	0	0	2	3	0	0	0	0	0	0	2	2	0	2					
G	ENGINEERING TECHNICAL ASSOC	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	3					
G	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
G	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2					
G	MANAGEMENT ASSOCIATE	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
G	MANAGER	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	2	2	0	3					
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	3	3	0	3					
G	SENIOR SUPERVISOR	Supervisor	0	0	0	0	0	0	0	1	0	0	0	0	0	2	2	0	3					
G	SR CONSTRUCTION INSPEC COORD	Supervisor	0	0	0	0	0	0	0	0	1	0	1	0	0	6	8	2	8					
G	SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1					
			0	0	0	0	0	0	0	1	0	1	0	0	0	2	4	2	4					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	TECH. INFORMATION SPEC. V	Supervisor	0	1	0	0	0	4	5	1	0	0	0	0	3	4	2	9						
Supervisor Total			0	2	0	0	0	10	12	2	1	2	2	0	19	26	9	38						
G	COMPUTER SCIENTIST/MATH PROGR	Worker	2	2	1	0	0	9	14	2	0	0	0	0	5	7	7	21						
G	CONTRACT ADMINISTRATOR SPEC.	Worker	0	0	0	0	0	2	2	1	0	0	0	0	7	8	1	10						
G	ENGINEER	Worker	0	0	1	0	0	1	2	9	0	0	0	0	12	21	10	23						
G	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	2	2	0	1	0	0	0	1	2	1	4						
G	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
G	GRAPHICS DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	0	1	0	0	0	0	2	3	1	3						
G	MANAGEMENT ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	MANAGER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	3						
G	PRINCIPAL MANAGEMENT ANALYST	Worker	0	0	0	0	0	1	1	0	0	1	0	0	2	3	1	4						
G	PRINCIPAL SYSTEMS ANALYST	Worker	0	0	0	0	1	3	4	0	0	0	0	0	1	1	0	5						
G	PROCUREMENT SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4						
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	4	4	0	0	1	0	0	8	9	1	13						
G	SENIOR SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SR CONSTRUCTION COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	5	5	0	5						
G	SR CONSTRUCTION INSPEC COORD	Worker	0	0	0	0	0	0	0	0	0	0	1	0	3	4	1	4						
G	SR PLANNER/ESTIMATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3						
G	SR PLANT FACILITY MAINT COORD	Worker	0	0	0	0	0	1	1	0	2	0	0	0	9	11	2	12						
G	SYSTEMS & NETWORK SR ASSOCIATE	Worker	0	0	0	0	0	1	1	0	0	0	0	0	4	4	0	5						
G	TECH. EDITOR AND WRITER IV	Worker	0	0	0	0	0	2	2	0	0	0	0	0	5	5	0	7						
G	TECH. INFORMATION SPEC. V	Worker	0	0	0	0	0	0	0	1	0	0	0	0	1	2	1	2						
Worker Total			2	2	2	0	1	31	38	14	3	2	1	0	78	98	26	136						
Total: G			2	4	2	0	1	44	53	16	4	4	3	0	100	127	35	180						
H	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
H	AIR CONDITIONING MECH., LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
H	CARPENTER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	2						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										>----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
H	CARPENTER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1		
H	ELECTRICIAN SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	7	1	0	7	1		
H	ELECTRICIAN, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	3	0		
H	HEAVY EQUIPMENT MECHANIC SUPR.	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0		
H	HEAVY EQUIPMENT MECHANIC, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0		
H	LABORER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	1	0	4	1		
H	MAINTENANCE MECHANIC SUPR.	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	0	0	6	0		
H	MAINTENANCE MECHANIC, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	0	4	0		
H	PAINTER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0		
H	PAINTER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0		
H	PLUMBER/FITTER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0		
H	PLUMBER/FITTER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0		
H	PRINCIPAL ADMINISTRATOR	Supervisor	0	1	1	0	0	2	4	0	0	1	0	0	0	2	3	7	3	0	3	7		
H	RIGGER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
H	RIGGER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
H	SENIOR ADMINISTRATOR	Supervisor	1	0	0	1	0	3	5	0	0	1	0	0	0	0	0	1	0	3	6	6		
H	SENIOR RESOURCE ANALYST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	0	1		
H	SHEETMETAL WORKER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0		
H	SUPPLY SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	2	0	5	2		
H	WELDER II	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0		
H	WELDER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
H	WELDER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1		
Supervisor Total			1	1	1	1	0	6	10	0	2	4	1	0	0	45	52	0	11	62	0	62		
H	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1		
H	AIR CONDITIONING MECH. II	Worker	0	0	0	0	0	1	1	0	1	5	0	0	0	7	13	6	0	14	6			
H	ANIMATION SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0			
H	CARPENTER SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0			
H	COMPUTER SCIENTIST/MATH PROGR	Worker	2	0	1	0	0	1	4	0	0	0	0	0	0	7	7	3	0	11	11			
H	CONTRACT ADMINISTRATOR SPEC.	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	7	7	0	0	10	10			
H	DESIGNER	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	1	3	2	0	5	5			
H	ELECTRICIAN I	Worker	0	0	1	0	0	1	2	3	0	3	2	0	0	23	31	9	0	33	33			
H	ELECTRICIAN II	Worker	0	0	0	0	0	0	0	0	0	2	0	0	0	8	10	2	0	12	12			
H	ELECTRICIAN, LEAD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0			
H	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0			
H	ENGINEERING DESIGN ASSOCIATE	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	1	0	2	2			

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	
H	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	FAB TECH SPEC-ELECTRONICS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
H	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
H	FILM/T.V. MEDIA SPECIALIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
H	GRAPHICS DESIGN ASSOCIATE	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	GRAPHICS DESIGN SPECIALIST	Worker	0	1	0	0	0	2	3	1	0	0	0	0	0	0	0	0	0	0	0	0	2	6
H	PHOTOGRAPHIC SPECIALIST	Worker	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	2	5
H	PLANNER/ESTIMATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
H	PLANT FACILITY MAINT COORD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	PLUMBER/FITTER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	PRINCIPAL BUYER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	PRINCIPAL MANAGEMENT ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	PRINCIPAL SYSTEMS ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
H	SENIOR CONTRACT ADMINISTRATOR	Worker	1	0	0	0	0	0	11	12	0	0	0	0	0	0	0	0	0	0	0	0	0	15
H	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
H	SENIOR MANAGEMENT ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	SENIOR SYSTEMS ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
H	SHEETMETAL WORKER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
H	SR COMP PROGRAM TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
H	SR COMP SUPPORT TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	SR CONSTRUCTION COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
H	SR CONSTRUCTION INSPEC COORD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	SR PLANNER/ESTIMATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	SR TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
H	SR. TECH PUBLICATIONS SPEC.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9
H	SYSTEMS & NETWORK SR. TECHN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	TECH ILLUSTRATION SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	TECH. EDITOR AND WRITER III	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	TECH. EDITOR AND WRITER IV	Worker	2	1	0	0	0	0	17	20	0	0	0	0	0	0	0	0	0	0	0	0	0	3
H	TECH. INFORMATION SPEC. III	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
H	TECH. INFORMATION SPEC. IV	Worker	1	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
H	TECH. INFORMATION SPEC. V	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
H	WELDER II	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	
Worker Total			6	5	3	2	0	64	80	12	6	26	5	0	144	193	65	273	
Total: H			7	6	4	3	0	70	90	12	8	30	6	0	189	245	76	335	
I	ADMINISTRATIVE SPECIALIST IV	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	ADMINISTRATOR	Supervisor	0	0	1	0	0	3	4	0	0	0	0	0	0	0	1	4	
I	ASSOCIATE ADMINISTRATOR	Supervisor	1	0	1	0	0	0	2	0	0	0	0	0	0	2	2	2	
I	GARDENER SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	2	
I	GARDENER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
I	LABORER, LEAD	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
I	SENIOR SYSTEMS ANALYST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
Supervisor Total			1	0	2	0	0	5	8	0	0	1	0	0	4	5	4	13	
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	2	2	0	0	3	7	0	0	0	0	0	0	0	4	7	
I	ADMINISTRATOR	Worker	2	0	1	1	0	17	21	0	0	0	0	0	3	3	4	24	
I	AIR CONDITIONING MECH. II	Worker	0	0	0	0	0	0	0	0	0	1	0	0	2	3	1	3	
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	1	2	
I	CARPENTER	Worker	0	0	0	0	0	0	0	1	0	3	1	0	15	20	5	20	
I	COMPUTER SUPPORT TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
I	COMPUTER SUPPORT TECHNOLOGIST	Worker	1	0	0	0	0	0	1	1	0	0	0	0	1	2	2	3	
I	CONTRACT ADMINISTRATOR	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
I	ELECTRICIAN I	Worker	0	1	0	0	0	0	1	0	1	0	0	0	1	2	2	3	
I	ELECTRICIAN II	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
I	GARDENER III	Worker	0	0	0	0	0	0	0	2	0	0	0	0	3	5	2	5	
I	GRAPHICS DESIGN SPECIALIST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	1	1	0	3	
I	GRAPHICS DESIGNER	Worker	1	0	0	0	0	2	3	0	0	0	0	0	1	0	1	3	
I	HEAVY EQUIPMENT MECHANIC	Worker	0	0	0	0	0	0	0	0	0	3	0	0	8	11	3	0	
I	INFORMATION SYSTEMS SPECIALIST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	
I	LABORER I	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	
I	LABORER II	Worker	0	0	0	0	0	1	1	0	1	6	1	0	18	26	8	27	
I	MAINTENANCE MECHANIC	Worker	0	0	0	0	0	1	1	2	2	4	5	0	25	38	13	39	
I	MAINTENANCE MECHANIC, LEAD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
I	PAINTER	Worker	0	0	0	0	0	0	0	0	0	2	0	0	11	14	3	14	
I	PHOTOGRAPHIC SPECIALIST	Worker	0	0	0	0	0	2	2	1	0	3	0	0	1	5	4	7	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										>----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
I	PLUMBER/FITTER	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1					
I	PRIN. TECH PUBLICATIONS PRACT.	Worker	1	0	0	0	0	4	5	1	0	0	0	0	0	0	0	1	5					
I	PRINCIPAL BUYER	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1					
I	RESOURCE ANALYST	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	3					
I	RIGGER I	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	4	5	0	5					
I	RIGGER II	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	3	4	1	4					
I	SENIOR ADMINISTRATOR	Worker	0	0	1	0	0	7	8	1	1	0	0	0	0	0	2	1	10					
I	SENIOR BUYER	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	1	2					
I	SENIOR CONTRACT ADMINISTRATOR	Worker	1	0	0	0	0	4	5	0	0	0	0	0	0	2	2	1	7					
I	SENIOR RESOURCE ANALYST	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1					
I	SENIOR SUPPLY SPECIALIST	Worker	1	0	1	0	0	0	2	0	0	0	1	0	0	3	4	3	6					
I	SENIOR SYSTEMS ANALYST	Worker	0	0	0	0	0	1	1	1	1	0	0	0	0	2	1	2	3					
I	SR COMP SUPPORT TECHNOLOGIST	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1					
I	SR PHOTOGRAPHIC TECHNICIAN	Worker	0	0	0	0	0	1	1	1	0	0	0	0	0	3	3	1	2					
I	SR TECHNICAL ILLUSTRATOR	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	4					
I	SR TECHNOLOGIST-ELECTRONICS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2					
I	SR. INFORMATION SYSTEMS SPEC.	Worker	1	1	0	0	0	2	5	0	0	0	0	0	0	1	1	3	6					
I	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	1	1	0	0	4	0	0	1	5	4	6	6					
I	SUPPLY SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
I	SUPPLY SUPERVISOR	Worker	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	1					
I	SYSTEMS ANALYST	Worker	0	0	1	0	0	5	6	0	0	0	0	0	0	0	0	1	6					
I	TECH ILLUSTRATION SPECIALIST	Worker	1	0	0	0	0	0	1	1	0	1	0	0	0	2	4	3	5					
I	TECH. EDITOR AND WRITER II	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	1					
I	TECH. EDITOR AND WRITER III	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
I	TECH. INFORMATION SPEC. II	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
I	TECH. INFORMATION SPEC. III	Worker	1	0	0	0	0	1	2	0	0	0	0	0	0	1	2	0	1					
I	TECHNICAL COORDINATOR	Worker	0	0	1	0	0	6	7	1	1	0	0	0	2	4	3	11	11					
I	TRUCK DRIVER II	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4					
I	VEHICLE MECHANIC	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	4	4	0	5					
I	VEHICLE MECHANIC, LEAD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	5					
I	WELDER I	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	1					
Worker Total			11	7	10	1	0	70	99	14	7	29	10	1	128	189			288					
Total: I			12	7	12	1	0	75	107	14	7	30	10	1	132	194			301					
J	CUSTODIAN II	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										>----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
J	CUSTODIAN SUPERVISOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	3	0	4							
J	CUSTODIAN, LEAD	Supervisor	0	0	0	0	0	0	0	0	1	1	0	0	2	2	2							
Supervisor Total			0	0	0	0	0	1	1	0	1	2	0	0	3	3	7							
J	ADMINISTRATIVE SPECIALIST II	Worker	0	1	0	0	0	1	2	0	0	0	0	0	0	1	2							
J	ADMINISTRATIVE SPECIALIST III	Worker	1	0	5	0	0	24	30	0	0	1	0	0	0	1	31							
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	2	3	0	0	8	13	0	0	0	0	0	0	5	13							
J	ASSOCIATE ADMINISTRATOR	Worker	0	1	1	0	0	7	9	0	0	1	0	0	2	3	12							
J	COMP PROGRAMMING TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
J	COMPUTER SUPPORT TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
J	COORDINATOR	Worker	0	0	0	0	0	6	6	0	1	0	0	0	2	3	9							
J	CUSTODIAN II	Worker	0	0	0	0	0	2	2	1	0	1	0	0	7	9	11							
J	CUSTODIAN SUPERVISOR	Worker	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1							
J	CUSTODIAN, LEAD	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	0	2							
J	GARDENER II	Worker	0	0	0	0	0	0	0	1	0	1	0	0	3	5	2							
J	INFORMATION SYSTEMS SPECIALIST	Worker	0	0	0	0	0	6	6	0	0	0	0	0	1	1	0							
J	LABORER I	Worker	0	0	0	0	0	0	0	0	0	2	1	0	2	5	3							
J	MATERIAL HANDLER	Worker	0	0	0	0	0	5	5	1	1	2	0	0	6	10	15							
J	MOTOR VEHICLE DRIVER II	Worker	1	0	0	0	0	0	1	0	0	0	0	0	2	1	3							
J	PR. ACCOUNTING ASSISTANT	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2							
J	PR. INFORMATION SYSTEM ASST.	Worker	0	1	1	0	0	4	6	0	0	0	0	0	0	2	6							
J	PRINCIPAL LIBRARY ASSISTANT	Worker	0	2	2	0	0	1	5	0	0	0	0	0	0	0	4							
J	PRINCIPAL MATERIAL HANDLER	Worker	0	0	0	0	0	2	2	1	2	8	0	0	19	30	32							
J	SENIOR LIBRARY ASSISTANT	Worker	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1							
J	SENIOR MATERIAL HANDLER	Worker	0	0	0	0	0	3	3	0	1	0	0	0	1	2	1							
J	SR PHOTOGRAPHIC TECHNICIAN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0							
J	SR PRINT ROOM OPERATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
J	SR. INFORMATION SYSTEMS ASST.	Worker	0	0	1	0	0	1	1	0	0	0	0	0	0	1	1							
J	SR. TECH PUBLICATIONS PRACT.	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2							
J	SUPPLY SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1							
J	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
J	TRADES HELPER	Worker	0	0	0	0	0	1	1	0	0	1	0	0	4	5	6							
J	WORD PROCESSING SUPR/COORDR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1							
Worker Total			2	8	13	0	0	80	103	4	6	18	1	0	51	80	183							

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

I. Laboratory Services Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										>----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
Total: J			2	8	13	0	0	81	104	4	7	20	1	0	54	86	55	190						
K	CUSTODIAN I	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
K	ADMINISTRATIVE SPECIALIST II	Worker	0	1	0	0	0	3	4	0	0	0	0	0	1	1	1	5						
K	CUSTODIAN I	Worker	7	0	4	0	0	21	32	1	2	3	0	0	8	14	17	46						
K	CUSTODIAN II	Worker	0	0	0	0	0	1	1	1	0	1	0	0	0	2	2	3						
K	LIBRARY ASSISTANT	Worker	0	1	1	0	0	0	2	0	0	0	0	0	0	0	2	2						
K	MATERIAL HANDLER	Worker	1	0	0	0	0	3	4	0	0	1	0	0	2	3	2	7						
K	SENIOR LIBRARY ASSISTANT	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
K	SR. COMMUNICATIONS ATTENDANT	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
K	SR. INFORMATION SYSTEMS ASST.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
	Worker Total		8	2	5	0	0	31	46	2	2	5	0	0	12	21	24	67						
Total: K			8	2	5	0	0	31	46	2	2	5	0	0	12	21	24	67						
Total: Laboratory Services Directorate			34	27	36	4	1	320	422	55	29	94	22	1	563	764	301	1186						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

J. National Ignition Facility Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
B	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
B	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3
Manager Total			0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4
C	PHYSICIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	6	6	0	7
C	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
Total: C			0	0	0	0	0	1	1	0	0	0	0	0	0	7	7	0	8
D	ENGINEER	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	1	2
D	PHYSICIST	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	5	6	1	6
Manager Total			0	0	0	0	0	1	1	2	0	0	0	0	0	13	15	2	16
D	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
Total: D			0	0	0	0	0	0	0	2	0	0	0	0	0	11	13	2	13
E	PHYSICIST	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	3	4	1	4
E	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
E	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	8	8	0	8
Supervisor Total			0	0	0	0	0	0	0	1	0	0	0	0	0	17	18	1	18
E	ENGINEER	Worker	0	0	1	0	0	0	1	0	0	1	0	0	0	1	2	2	3
E	PHYSICIST	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	5	6	1	6
Worker Total			0	0	1	0	0	0	1	1	0	1	0	0	0	6	8	3	9
Total: E			0	0	1	0	0	0	1	2	0	1	0	0	0	18	21	4	22

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

J. National Ignition Facility Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
F	CHEMIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
F	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1
F	PHYSICIST	Supervisor	1	0	0	0	0	1	2	0	0	0	0	0	0	0	9	9	0	9	9	1	11	11
F	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Supervisor Total			1	0	0	0	0	3	4	0	0	0	0	0	0	10	10	0	10	10	1	14	14	14
F	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1	1
F	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1	1
F	PHYSICIST	Worker	1	0	0	0	0	3	4	2	0	1	0	1	0	19	23	0	19	23	4	27	27	27
Worker Total			1	0	0	0	0	3	4	2	0	1	0	1	0	21	25	0	21	25	4	29	29	29
Total: F			2	0	0	0	0	6	8	2	0	1	0	1	0	31	35	0	31	35	5	43	43	43
G	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1	1
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Manager Total			0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	1	1	0	2	2	2
G	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	1
G	PRINCIPAL RESOURCE ANALYST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
Supervisor Total			0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1	2	2
G	CHEMIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
G	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	0	6	6	0	6	6	6
G	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	3	3	3
Worker Total			0	0	0	0	0	4	4	0	0	0	0	0	0	6	6	0	6	6	0	10	10	10
Total: G			0	0	0	0	0	6	6	0	0	1	0	0	0	7	8	0	7	8	1	14	14	14
H	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
H	PRINCIPAL ADMINISTRATOR	Supervisor	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
H	SENIOR ADMINISTRATOR	Supervisor	1	1	0	0	0	2	4	0	0	0	0	0	0	0	0	0	0	0	0	2	4	4

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

J. National Ignition Facility Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total				
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total												
	Supervisor Total		1	2	0	0	0	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	6	
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	Worker Total		0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	
Total: H			1	2	0	0	0	6	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	9	
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	
I	ADMINISTRATOR	Worker	0	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	
I	ASSOCIATE ADMINISTRATOR	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	
I	RESOURCE ANALYST	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
I	SENIOR EXECUTIVE SECRETARY	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	
	Worker Total		0	1	3	0	0	8	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	12	
Total: I			0	1	3	0	0	8	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	12	
J	ADMINISTRATIVE SPECIALIST III	Worker	1	0	0	0	0	6	7	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	1	9	
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	1	2	2	0	19	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	24	
	Worker Total		1	1	2	2	0	25	31	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	6	33		
Total: J			1	1	2	2	0	25	31	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	6	33		
K	ADMINISTRATIVE SPECIALIST II	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
Total: K			1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1		
Total: National Ignition Facility			5	4	6	2	0	52	69	6	0	3	0	1	80	90	26	159										

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

K. Nonproliferation, Arms Control, and International Security Dir Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
B	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
C	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
C	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
C	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	0	4		
Manager Total			1	0	0	0	0	1	0	0	0	0	0	0	9	9	1	9	1	10	1	10		
Total: C			0	0	0	0	0	0	0	0	0	0	0	0	7	7	0	7	0	7	0	7		
D	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	MANAGER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
D	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3	0	3		
D	SENIOR MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Manager Total			0	0	0	0	0	1	1	0	0	0	0	0	6	6	0	6	0	7	0	7		
Total: D			0	0	0	0	0	2	2	0	0	0	0	0	4	5	0	4	0	5	0	5		
D	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
D	POLITICAL SCIENTIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
Supervisor Total			0	0	0	0	0	2	2	0	0	1	0	0	6	7	1	7	1	9	1	9		
Total: D			0	0	0	0	0	3	3	0	0	1	0	0	13	14	1	14	1	17	1	17		
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0	1		
Total: D			0	0	0	0	0	3	3	0	0	1	0	0	13	14	1	14	1	17	1	17		
E	PHYSICIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
E	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	3	1	3	1	3	1	3		
E	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	4	4	0	4	0	4	0	4		
E	POLITICAL SCIENTIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2	0	2		
Supervisor Total			0	0	0	0	0	1	1	0	0	1	0	0	9	10	1	10	1	11	1	11		

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

K. Nonproliferation, Arms Control, and International Security Dir Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
E	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
E	ENGINEER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	3	3	0	4
E	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	7	7	0	7
E	POLITICAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
Worker Total			0	0	0	0	0	1	1	0	0	0	0	0	0	12	12	0	13
Total: E			0	0	0	0	0	2	2	0	0	1	0	0	0	20	21	1	23
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
F	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
Manager Total			0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2
F	CHEMIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
F	ENGINEER	Supervisor	0	0	0	0	0	1	1	0	0	0	1	0	1	2	1	3	
F	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Supervisor Total			0	0	0	0	0	1	1	0	0	0	1	0	3	4	1	5	
F	BIOMEDICAL SCIENTIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2	
F	CHEMIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	2	2	0	3	
F	COMPUTER SCIENTIST/MATH PROGR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
F	ENGINEER	Worker	0	0	0	0	0	1	1	0	0	1	0	0	7	8	1	9	
F	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
F	PHYSICIST	Worker	0	0	0	0	0	0	0	2	0	0	0	0	23	25	2	25	
F	POLITICAL SCIENTIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	7	7	0	7	
F	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Worker Total			0	0	0	0	0	3	3	2	0	1	0	0	46	49	3	52	
Total: F			0	0	0	0	0	6	6	2	0	1	1	0	49	53	4	59	
G	CHEMIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
G	ENGINEER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2	
G	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

K. Nonproliferation, Arms Control, and International Security Dir Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
G	PHYSICIST	Worker	0	0	0	0	0	1	1	0	1	1	0	0	0	4	6	2	7					
G	POLITICAL SCIENTIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	3	3	0	4					
G	PRINCIPAL ADMINISTRATOR	Worker	0	1	0	0	0	1	2	0	0	0	0	0	0	0	1	2	1					
G	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2					
G	SR HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1					
Worker Total			0	1	0	0	0	6	7	0	1	1	0	0	11	13	3	20	20					
Total: G			0	1	0	0	0	6	7	0	1	1	0	0	11	13	3	20	20					
H	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
H	ENGINEERING/SCIENTIFIC COORD	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
H	SENIOR ADMINISTRATOR	Supervisor	0	0	1	0	0	2	3	0	0	0	0	0	0	1	3	0	1					
H	SENIOR EXECUTIVE SECRETARY	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					
H	SR. TECH PUBLICATIONS SPEC.	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1	1					
Supervisor Total			0	0	1	0	0	5	6	0	1	0	0	0	0	1	2	7	7					
H	FILM/TELEVISION MEDIA PRODUCER	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	1	1					
H	PHOTOGRAPHIC SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	1	1	0	3						
H	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2						
H	SENIOR RESOURCE ANALYST	Worker	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1						
H	SR. INFORMATION SYSTEMS SPEC.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	4	4	0	5						
H	TECH ILLUSTRATION SPECIALIST	Worker	0	0	0	0	0	2	2	0	1	0	0	0	0	1	1	3						
H	TECH. EDITOR AND WRITER IV	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
H	TECH. INFORMATION SPEC. IV	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
Worker Total			0	0	1	1	0	9	11	0	1	0	0	0	7	8	3	19	19					
Total: H			0	0	2	1	0	14	17	0	2	0	0	0	7	9	5	26	26					
I	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					
I	COMPUTER SUPPORT TECHNOLOGIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1					
Supervisor Total			0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	2					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

K. Nonproliferation, Arms Control, and International Security Dir Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total											
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	4	0	0	21	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	25					
I	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					
I	ASSOCIATE ADMINISTRATOR	Worker	1	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3					
I	LEAD OPERATOR – PRINTING SVCS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1	1					
I	PRIN. TECH PUBLICATIONS PRACT.	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					
I	TECH ILLUSTRATION SPECIALIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					
I	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1					
Worker Total			1	0	4	0	0	26	31	0	0	0	1	0	0	1	2	1	2	1	0	0	0	0	0	0	0	6	33					
Total: I			1	0	4	0	0	28	33	0	0	0	1	0	0	1	2	1	2	1	0	0	0	0	0	0	6	35						
J	ADMINISTRATIVE SPECIALIST III	Worker	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5					
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	2	0	0	7	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	9	9					
J	PR. INFORMATION SYSTEM ASST.	Worker	0	2	0	0	0	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	4					
J	PRINCIPAL LIBRARY ASSISTANT	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2					
Worker Total			0	2	2	0	0	16	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	20	20					
Total: J			0	2	2	0	0	16	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	20	20					
Total: Nonproliferation, Arms Control & International Security			1	3	8	1	0	75	88	2	3	4	2	0	0	110	121	2	3	4	2	0	110	121	24	24	209	209	209	209				

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

L. Physics and Advanced Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total		
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total					
B	PHYSICIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1
Total: B			0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
C	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
C	PHYSICIST	Manager	1	0	0	0	0	1	2	0	0	0	0	0	0	0	5	5	1	7	7
Manager Total			1	0	0	0	0	2	3	0	0	0	0	0	0	6	6	1	9	9	9
C	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1
Total: C			1	0	0	0	0	1	2	0	0	0	0	0	0	7	7	1	9	9	9
D	ENGINEER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1
D	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1
D	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	10	10	0	10	0	10
Manager Total			0	0	0	0	0	0	0	0	0	0	0	0	0	13	13	0	13	0	13
D	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1
D	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	0	5	0	5
Supervisor Total			0	0	0	0	0	0	0	0	0	0	0	0	0	6	6	0	6	0	6
D	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	0	3
Total: D			0	0	0	0	0	0	0	0	0	0	0	0	0	21	21	0	21	0	21
E	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	7	7	0	7	0	7
E	PHYSICIST	Supervisor	1	0	0	0	0	1	2	2	0	0	0	0	0	9	11	3	13	3	13
E	ENGINEER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2	0	2
E	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	13	13	0	13	0	13
Worker Total			1	0	0	0	0	2	3	2	0	0	0	0	0	33	35	3	38	3	38

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

L. Physics and Advanced Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<-----W O M E N----->										<-----M E N----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
Total: E			1	0	0	0	0	2	3	2	0	0	0	0	0	30	32	3	35					
F	EXECUTIVE STAFF MEMBER	Manager	0	0	1	0	0	0	1	0	0	0	0	0	0	1	1	1	2					
F	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
	Manager Total		0	0	1	0	0	0	1	0	0	0	0	0	2	2	2	1	3					
F	ENGINEER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
F	PHYSICIST	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	10	10	0	10					
	Supervisor Total		0	0	0	0	0	0	0	0	0	0	0	0	11	11	0	11						
F	ENGINEER	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	1	2					
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
F	METALLURGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
F	PHYSICIST	Worker	4	0	0	0	0	6	10	7	3	2	0	0	0	66	78	16	88					
	Worker Total		4	0	0	0	0	7	11	8	3	2	0	0	0	68	81	17	92					
Total: F			4	0	1	0	0	7	12	8	3	2	0	0	0	81	94	18	106					
G	PRINCIPAL ADMINISTRATOR	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
G	ENGINEER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
G	PHYSICIST	Worker	0	0	0	0	0	1	1	1	0	0	0	0	0	11	12	1	13					
G	PRINCIPAL RESOURCE ANALYST	Worker	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	1	2					
G	SENIOR ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1					
	Worker Total		1	0	0	0	0	4	5	1	0	0	0	0	0	12	13	2	18					
Total: G			1	0	0	0	0	4	5	1	0	0	0	0	0	12	13	2	18					
H	SENIOR ADMINISTRATOR	Supervisor	0	0	3	0	0	2	5	0	0	0	0	0	0	0	0	3	5					
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1					
H	SENIOR RESOURCE ANALYST	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	1	2					

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

L. Physics and Advanced Technologies Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			>----->			Minor Total	Grand Total
			A	B	H	I	U		A	B	H	I	U		W	Total			
	Worker Total		0	0	4	0	0	3	7	0	0	0	0	1	0	1	1	4	8
Total: H			0	0	4	0	0	3	7	0	0	0	0	1	0	1	1	4	8
I	ADMINISTRATIVE SPECIALIST IV	Worker	0	1	1	0	0	5	7	0	0	0	0	0	0	0	0	2	7
I	ADMINISTRATOR	Worker	1	0	0	0	0	1	2	0	0	0	0	0	0	0	0	1	2
I	RESOURCE ANALYST	Worker	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	1	2
I	SENIOR RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
	Worker Total		1	1	1	1	0	8	12	0	0	0	0	0	0	0	0	4	12
Total: I			1	1	1	1	0	8	12	0	0	0	0	0	0	0	0	4	12
J	ADMINISTRATIVE SPECIALIST III	Worker	0	2	1	0	0	1	4	0	0	0	0	0	0	0	0	3	4
J	ADMINISTRATIVE SPECIALIST IV	Worker	0	0	3	0	0	11	14	0	0	0	0	0	0	0	0	3	14
J	ASSOCIATE ADMINISTRATOR	Worker	0	0	1	0	0	0	1	0	1	0	0	0	0	1	1	2	2
	Worker Total		0	2	5	0	0	12	19	0	1	0	0	0	0	1	1	8	20
Total: J			0	2	5	0	0	12	19	0	1	0	0	0	0	1	1	8	20
Total: Physics and Advanced Technologies Directorate			8	3	11	1	0	38	61	11	4	2	0	0	0	152	169	40	230

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
B	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
Total: B			0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
C	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
C	M.D.	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
C	PHYSICIST	Manager	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1
C	SENIOR MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2
Manager Total			0	0	0	0	0	1	1	1	0	0	0	0	0	5	5	0	6
Total: C			0	0	0	0	0	1	1	1	0	0	0	0	0	4	4	0	5
D	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
D	ENGINEER	Manager	0	0	0	0	0	1	1	1	0	0	0	0	2	3	1	4	
D	FIRE CHIEF	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
D	PHYSICIST	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1	
D	SENIOR MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Manager Total			0	0	0	0	1	1	1	2	0	0	0	0	5	7	2	8	
D	M.D.	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
D	M.D.	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Total: D			0	0	0	0	0	1	1	2	0	0	0	0	7	9	2	10	
E	CHEMIST	Manager	0	0	0	0	0	2	2	0	0	0	0	0	1	1	0	3	
E	ENVIRONMENTAL SCIENTIST	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
E	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
E	METALLURGIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
E	PHYSICIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
Manager Total			0	0	0	0	0	4	4	0	0	0	0	0	5	5	0	9	
E	CHEMIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
E	ENGINEER	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
Supervisor Total			0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
E	PHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	3
Total: E			0	0	0	0	0	7	7	0	0	0	0	0	0	6	6	0	0	0	0	0	0	13
F	ASSISTANT FIRE CHIEF	Manager	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	1	1
F	CHEMIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	0	1	
F	CHIEF OF POLICE	Manager	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	1	
F	ENGINEER	Manager	0	0	0	0	0	1	1	0	1	0	0	0	0	4	5	1	0	0	4	5	1	6
F	ENGR/SCI STAFF ASSOCIATE	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1	0	
F	ENVIRONMENTAL SCIENTIST	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0	0	2	
F	EXECUTIVE STAFF MEMBER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	FIRE CHIEF	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	MANAGER	Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	3	0	0	3	
F	PHYSICIST	Manager	0	0	0	0	0	2	2	0	0	0	0	0	0	1	1	0	0	1	0	0	3	
Manager Total			0	0	0	0	3	3	3	0	2	1	0	0	0	17	20	0	0	17	20	3	23	23
F	CHEMIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	3	3	0	0	3	0	0	4	4
F	ENGINEER	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	5	5	0	0	5	0	0	6	
F	ENGR/SCI STAFF ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	ENVIRONMENTAL SCIENTIST	Supervisor	1	0	0	0	0	2	3	0	0	0	0	0	0	6	6	1	0	6	1	0	9	
F	FIRE SHIFT COMMANDER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	M.D.	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	SR HEALTH AND SAFETY ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
Supervisor Total			1	0	0	0	0	4	5	0	0	0	0	0	0	18	18	1	0	18	1	0	23	23
F	BIOPHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	0	0	2	
F	CHEMIST	Worker	0	0	0	0	0	2	2	1	0	0	0	0	0	5	6	1	0	5	1	0	8	
F	ENGINEER	Worker	0	1	0	0	0	0	1	2	0	0	0	0	0	21	24	3	0	24	3	0	25	
F	ENGR/SCI STAFF ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	ENVIRONMENTAL SCIENTIST	Worker	0	0	0	0	0	5	5	5	0	0	0	0	0	12	17	5	0	12	5	0	22	
F	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	
F	MANAGER	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
F	PHYSICIST	Worker	0	0	0	0	0	3	3	6	0	1	0	0	0	13	20	7	23					
F	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
Worker Total			0	1	0	0	0	11	12	14	0	1	0	1	56	72	16	84						
Total: F			1	1	0	0	0	18	20	14	2	2	0	1	88	107	20	127						
G	ENGINEER	Manager	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1						
G	CAPTAIN OF POLICE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	CHEMIST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	EXECUTIVE STAFF MEMBER	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2						
G	FIRE CAPTAIN	Supervisor	0	0	0	0	0	0	0	0	0	1	0	0	6	7	1	7						
G	FIRE SHIFT COMMANDER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	FIRE SHIFT COMMANDER, 40 HR CL	Supervisor	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1						
G	HEALTH AND SAFETY ASSOCIATE	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1						
G	MANAGEMENT ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	MANAGER	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	PRIN. SECURITY ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	1	3	2	3						
G	PRINCIPAL ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	1	0	0	0	1	1	2						
G	PRINCIPAL RESOURCE ANALYST	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	1	1	0	2						
G	SCIENTIFIC ASSOCIATE - C/MS	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	SENIOR ENGINEERING ASSOCIATE	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3						
G	SR HEALTH AND SAFETY ASSOCIATE	Supervisor	0	0	0	0	0	0	0	1	1	0	0	0	3	5	2	5						
Supervisor Total			0	0	0	0	0	6	6	2	2	2	2	0	19	27	8	33						
G	BIOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	BIOPHYSICIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	CHEMIST	Worker	0	2	0	0	0	4	6	3	0	0	0	0	6	9	5	15						
G	ENGINEER	Worker	0	1	0	0	0	4	5	2	0	0	0	2	24	28	3	33						
G	ENGINEERING TECHNICAL ASSOC	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2						
G	ENVIRONMENTAL SCIENTIST	Worker	1	0	0	0	0	10	11	1	1	0	0	0	10	12	3	23						
G	EXECUTIVE STAFF MEMBER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	FIRE CAPTAIN	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1						
G	MANAGER	Worker	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1						

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			>----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
G	PHYSICIST	Worker	1	0	0	0	0	3	4	0	1	0	0	0	0	7	8	2	12
G	PRINCIPAL ADMINISTRATOR	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	1	1	1	3
G	PRINCIPAL HUMAN RESOURCES SPEC	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
G	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1
G	PRINCIPAL SYSTEMS ANALYST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
G	SENIOR COMPUTER ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
G	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	0	1
G	SR HEALTH AND SAFETY ASSOCIATE	Worker	1	0	0	0	0	2	3	1	0	2	0	0	0	3	6	4	9
G	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
G	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1
Worker Total			3	3	1	0	0	25	32	8	3	2	0	2	64	79	20	111	
Total: G			3	3	1	0	0	31	38	10	5	4	2	2	83	106	28	144	
H	DISPATCHER, EMRG COMM, SPRVSR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2
H	PRIN. SECURITY ADMINISTRATOR	Supervisor	0	0	1	0	0	0	1	0	0	0	1	0	2	3	2	4	4
H	PROTECTIVE SERVICES LIEUTENANT	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
H	SENIOR ADMINISTRATOR	Supervisor	1	0	1	0	0	2	4	0	0	0	0	0	0	0	2	4	4
H	SENIOR SECURITY ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	1	0	0	0	1	2	1	2	1
H	SUPERVISOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
Supervisor Total			1	0	2	0	0	3	6	0	1	0	1	0	7	9	5	15	
H	ADMINISTRATOR	Worker	0	0	1	1	0	2	4	0	0	0	0	0	0	0	2	4	4
H	CHEMIST	Worker	0	0	1	0	0	0	1	0	0	0	0	0	2	2	1	3	3
H	ENGINEER	Worker	0	0	0	0	0	2	2	0	0	0	0	0	1	1	0	3	3
H	ENGINEERING TECHNICAL ASSOC	Worker	1	0	0	0	0	0	1	0	0	0	0	0	2	2	1	3	3
H	ENGINEERING/SCIENTIFIC COORD	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
H	ENVIRONMENTAL SCIENTIST	Worker	1	1	0	0	0	4	6	0	0	0	0	1	1	2	2	8	8
H	FACILITY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1
H	FIREFIGHTER	Worker	0	0	0	0	0	2	2	0	1	3	3	0	16	23	7	25	25
H	FIREFIGHTER, 40 HR CLASS	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	1	1
H	HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	6	6	1	1	0	0	0	2	4	2	10	10
H	OCCUPATIONAL HEALTH NURSE-SR	Worker	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	1	1
H	PHYSICIST	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1
H	PRIN. SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	4	4	0	6	6

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total								
H	PRINCIPAL ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	0	2	0	2			
H	PRINCIPAL RESOURCE ANALYST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	2	0	2			
H	SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	4	4	0	0	0	0	0	0	2	2	0	6	0	6			
H	SCIENTIFIC ASSOCIATE - C/MS	Worker	0	0	0	0	0	1	1	0	1	0	0	0	0	2	3	1	4	0	4			
H	SENIOR ADMINISTRATOR	Worker	1	0	2	0	0	3	6	0	0	0	0	0	0	1	1	3	7	0	7			
H	SENIOR ENGINEERING ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1			
H	SENIOR SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	6	6	0	8	0	8			
H	SR HEALTH AND SAFETY ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	1	2	1	1	1	1			
H	SR HEALTH-SAFETY TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	1	1	1			
H	SR SCIENTIFIC ASSOCIATE	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	1			
H	SR SCIENTIFIC ASSOCIATE C/MS	Worker	0	0	0	0	0	0	0	1	0	0	0	0	0	1	2	1	2	0	2			
H	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	0	2			
H	SR TECHNOLOGIST - C/MS	Worker	0	0	1	0	0	0	1	0	0	0	0	0	0	1	1	1	1	1	1			
H	SR TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
H	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	3	3	0	0	0	0	0	0	1	1	0	4	0	4			
H	SUPERVISOR	Worker	0	0	0	0	0	1	1	0	1	0	0	0	0	2	3	1	4	0	4			
Worker Total			3	1	5	2	0	36	47	2	4	6	3	1	53	69	26	116						
Total: H			4	1	7	2	0	39	53	2	5	6	4	1	60	78	31	131						
I	ADMINISTRATOR	Supervisor	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1			
I	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	0	2	0			
I	PROTECTIVE SERVICES SERGEANT	Supervisor	0	0	0	0	0	3	3	2	1	1	1	0	14	19	5	22	0	22	0			
I	SENIOR SECURITY ADMINISTRATOR	Supervisor	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1	0			
Supervisor Total			0	0	0	0	0	6	6	2	1	1	1	0	15	20	5	26						
I	ADMINISTRATIVE SPECIALIST IV	Worker	2	0	2	0	0	3	7	0	0	0	0	0	0	0	0	4	7	0	7			
I	ADMINISTRATOR	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1			
I	ASSOCIATE ADMINISTRATOR	Worker	1	0	0	0	0	6	7	0	0	0	0	0	0	0	0	1	7	0	7			
I	DISPATCHER, EMERGENCY COMM	Worker	0	1	0	0	0	1	2	0	0	0	0	0	1	1	1	3	0	3	0			
I	FIREFIGHTER	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			
I	HEALTH & SAFETY TECHNOLOGIST	Worker	0	0	1	0	0	1	2	0	1	1	1	1	1	0	4	6	0	6	0			
I	LOCKSMITH II	Worker	0	0	0	0	0	0	0	2	0	0	0	0	0	3	2	3	0	3	0			
I	OCCUPATION HEALTH NURSE	Worker	1	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	1	0	1			
I	PRIN. SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	0	1			

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->			W O M E N			<----->			M E N			<----->			Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total			
I	PROTECTIVE SERVICES SERGEANT	Worker	0	0	0	0	0	0	0	2	2	0	0	0	0	10	14	4	14
I	SCIENTIFIC TECHNOLOGIST	Worker	0	0	0	0	0	0	1	0	0	2	1	0	0	2	5	3	6
I	SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
I	SENIOR RESOURCE ANALYST	Worker	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1
I	SENIOR SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	0	3	0	0	0	0	0	0	2	2	0	5
I	SR HEALTH-SAFETY TECHNOLOGIST	Worker	0	0	0	1	0	8	9	1	0	4	0	0	0	22	27	6	36
I	SR SCIENTIFIC TECHNOLOGIST	Worker	0	0	1	0	0	1	2	0	0	0	0	0	0	3	3	1	5
I	SR TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	1	1	1	1	0	2	0	0	9	13	4	14
I	SR TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	0	0	0	0	8	8	0	8
I	SR. TECHNICAL COORD.	Worker	0	0	0	0	0	1	1	0	0	0	1	0	2	3	1	4	4
I	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	3	
I	TECHNICIAN - C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
I	TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	0	0	1	0	5	1	0	7	14	7	14	
I	TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	2	
I	TRUCK DRIVER II	Worker	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	2	
Worker Total			4	1	5	1	0	28	39	7	6	12	5	1	76	107	41	146	
Total: I			4	1	5	1	0	34	45	9	7	13	6	1	91	127	46	172	
J	ASSOCIATE ADMINISTRATOR	Supervisor	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	2
J	ADMINISTRATIVE SPECIALIST III	Worker	3	3	4	1	7	26	44	0	0	0	0	0	0	0	0	11	44
J	ADMINISTRATIVE SPECIALIST IV	Worker	2	1	7	0	0	33	43	0	0	0	0	0	0	0	10	43	
J	ASSOCIATE ADMINISTRATOR	Worker	0	2	0	0	0	3	5	0	0	0	0	0	1	1	2	6	
J	CAS OPERATOR	Worker	0	0	2	1	0	7	10	0	2	1	0	0	7	10	6	20	
J	COORDINATOR	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	
J	DISPATCHER, EMERGENCY COMM	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	
J	HEALTH & SAFETY TECHNICIAN	Worker	0	0	0	0	1	1	2	0	0	0	0	0	0	0	0	2	
J	HEALTH & SAFETY TECHNOLOGIST	Worker	0	0	0	1	0	1	2	0	0	0	0	0	1	1	1	3	
J	INFORMATION SYSTEMS SPECIALIST	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	
J	PR. INFORMATION SYSTEM ASST.	Worker	0	0	1	0	0	2	3	0	0	0	0	0	0	0	1	3	
J	PROTECTIVE SERVICES OFFICER	Worker	0	0	0	0	0	2	2	12	18	24	2	3	75	134	56	136	
J	SCIENTIFIC TECHNICIAN	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	
J	SECURITY ADMINISTRATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	2	
J	TECHNICAL COORDINATOR	Worker	0	0	0	0	0	2	2	0	0	0	0	0	2	2	0	4	
J	TECHNOLOGIST - C/MS	Worker	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

M. Safety, Security and Environmental Protection Directorate Workforce Analysis 12/31/2001

PAY SCALE	CLASS TITLE	STATUS	<----->										<----->										<----->										Minor Total	Grand Total
			A	B	H	I	U	W	Total	A	B	H	I	U	W	Total	A	B	H	I	U	W	Total											
J	TECHNOLOGIST-MECHANICAL	Worker	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	1	1	1	1	1	1	1	1	1			
	Worker Total		5	6	14	3	8	86	122	12	20	25	3	3	88	151	12	20	25	3	3	88	151	88	273	273	273	273	273	273	273			
Total: J			5	6	14	3	8	86	122	12	20	25	3	3	88	151	12	20	25	3	3	88	151	88	273	273	273	273	273	273	273			
K	ADMINISTRATIVE SPECIALIST II	Worker	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2	2	2			
K	ADMINISTRATIVE SPECIALIST III	Worker	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1			
K	SECURITY OFFICER	Worker	0	1	0	0	0	1	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2	3	4	4	4	4	4	4			
	Worker Total		0	1	0	0	0	4	5	1	1	0	0	0	0	0	0	0	0	0	0	0	2	3	7	7	7	7	7	7	7			
Total: K			0	1	0	0	0	4	5	1	1	0	0	0	0	0	0	0	0	0	0	0	2	3	7	7	7	7	7	7	7			
Total: Safety, Security and Environmental Protection Directorate			17	13	27	6	8	221	292	50	40	50	15	8	428	591	50	40	50	15	8	428	591	218	883	883	883	883	883	883	883	883		

In the above table: A = Asians/Pacific Islanders, B = Black, H = Hispanic, I = American Indians/Alaska Natives, U = Unknown Ethnic, and W = White

APPENDIX C—AFFIRMATIVE ACTION GLOSSARY

AA

AA is shorthand for affirmative action, which embodies actions, policies, and procedures that are designed to achieve equal employment opportunity and to which a contractor commits itself. A contractor's affirmative action obligation entails (1) thorough, systematic efforts to prevent discrimination from occurring or to detect discrimination and eliminate it as promptly as possible and (2) recruitment and outreach measures.

AAAS

American Association for the Advancement of Science

AAC

Affirmative Action Coordinators (AACs) are individuals who have been selected by their directorates and, in the case of some of the larger directorates, suborganizations to work in conjunction with the AADP to monitor compliance and to act as a resource to their organizations in the AA/EEO process.

AADP

Affirmative Action and Diversity Program

AAP

Affirmative Action Program

AAP Document

A document published annually by the Affirmative Action and Diversity Program that describes those policies, practices, and procedures that the Laboratory has implemented to ensure that all qualified applicants and employees are receiving an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment. [FR~60-2.10(3)]

ABLE

The Association of Black Laboratory Employees (ABLE) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through cultural awareness and targeted outreach, recruitment, and development.

Accessibility

This refers to the extent to which a contractor's or employer's facility is readily approachable and usable by individuals with disabilities, particularly such areas as personnel offices, work sites, and areas open to the public.

ACS

American Chemical Society

AD

Associate Director

ADA

The Americans with Disabilities Act (ADA) is a comprehensive, federal civil-rights statute protecting the rights of people with disabilities. It affects access to employment; state and local government programs and services; access to places of public accommodation such as businesses, transportation, and nonprofit service providers; and telecommunications.

ADEA

The Age Discrimination in Employment Act (ADEA) prohibits employers with 20 or more employees from discriminating against workers or job applicants who are 40 years of age or older. The law also applies to labor organizations with 25 or more members; employment agencies; and federal, state, and local governments.

Adverse Impact

Sometimes called “Disparate Impact,” this term refers to employment processes, steps in processes, or employment activities that are neutral on the surface but show discriminatory biases against members of protected classes when the 80% or two-standard-deviations measure is applied to them. That is to say, if any activity shows a bias against members of a protected class that is *under* a rate of 80% (or below two standard deviations) of the majority group for more than *two* time periods in a row, there is an adverse impact that requires more detailed investigation.

Affected Class

A group of persons, identifiable by name or characteristics, that is the victim of a pattern or practice of discrimination.

AGU

American Geophysical Union

AIAA

American Institute of Aeronautics & Astronautics

AIAG

The American Indian Activity Group (AIAG) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through cultural awareness and targeted outreach, recruitment, and development.

AIGC

The American Indian Graduate Center (AIGC) was founded to help open the doors to graduate education for American Indians and Alaskan Natives. The center was also founded to help tribes obtain the educated Indian professionals that can assist the tribes in becoming more self-sufficient and in exercising their rights to self-determination.

AIHEC

The American Indian Higher Education Consortium (AIHEC) is a unique—and uniquely American Indian—organization. It was founded in 1972 by the presidents of the nation’s first six Tribal Colleges as an informal collaboration among member colleges. Today, AIHEC has grown to represent 32 colleges in the United States and one Canadian institution. Unlike most professional associations, the AIHEC is governed jointly by each member institution.

AISES

The American Indian Science & Engineering Society (AISES) is a national, nonprofit organization that nurtures the building of community by bridging science and technology with traditional Native values. Through its educational programs, AISES provides opportunities for American Indians and Native Alaskans to pursue studies in science, engineering, business, and other academic arenas.

American Indian/Alaskan Native

This term refers to a person with origins in any of the original peoples of North America who maintain cultural identification through tribal recognition as an American Indian or Alaskan Native.

AMS

American Mathematical Society

ANS

American Nuclear Society

APA

Asian Pacific American

APAC

The Asian Pacific American Council (APAC) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through cultural awareness and targeted outreach, recruitment and development.

APAHE

Asian Pacific Americans in Higher Education (APAHE) is a national organization that focuses on addressing issues affecting Asian Pacific American students, staff, faculty, and administrators on a national forum of higher education.

APS

American Physical Society

ARB

Accommodations Review Board

Asian Pacific Islander

This term refers to a person with origins in any of the original peoples of the Far East, South East Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Republic, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim, and Bhutan.

ASIS

American Society for Industrial Security

AUHNH

The Amigos Unidos Hispanic Networking Group (AUHNH) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through cultural awareness and targeted outreach, recruitment, and development.

Availability

This percentage is based on the number of qualified applicants of a protected class in the external and internal job pool populations for a particular EEOC job group. (This percentage is based on the 10-year federal census and is updated as needed.)

AWU

The Associated Western Universities (AWU) is a consortium of 65 colleges and universities that plans, develops, and manages fellowship, internship, cooperative education, and research programs for academia, government, and industry. AWU sponsors a summer program at LLNL.

BAUL

Bay Area Urban League

BIA

Bureau of Indian Affairs

Black

This refers to an individual, not of Hispanic origin, with origins in any of the Black racial groups of Africa.

CAAAO

California Association of Affirmative Action Officers

CAMP

California Alliance for Minority Participation

CAPA

Chinese American Political Association

CAPE

Coalition of Asian Pacific Islander Educators

Career Employee

A career employee is one who contributes to the retirement fund and who does *not* have a predetermined employment expiration date. The OFCCP requires that we identify only full-time, “lifelong” employees as part of the “permanent” workforce. All others—temps, flex-term, and special employees—are considered part of the “casual” workforce and are not counted for AA purposes.

CAWMSET

Commission on the Advancement of Women and Minorities in Science, Engineering, and Technology

CERT

The Council of Energy Resource Tribes (CERT) supports member tribes as they develop their management capabilities and use their energy resources as the foundation for building stable, balanced, self-governing economies. CERT supports member tribes through public policy research and advocacy, energy technical assistance, and education.

CIT

Crownpoint Institute of Technology

Conciliation Agreement

A binding written agreement between a contractor and the OFCCP that details specific contractor commitments to resolve major or substantive violations of Executive Order 11246, the Rehabilitation Act, or the Vietnam Era Veterans' Readjustment Assistance Act.

COOP

The Cooperative Education Program is an education program through which students obtain an academic education and at the same time obtain needed practical experience in their chosen field of study and an income during work semester(s).

Covered Veteran

Covered veteran refers to a recently separated veteran, special disabled veteran, Vietnam-era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

CSUH

California State University, Hayward

DAS

Department of Applied Science, UC Davis Program

DFEH

This refers to the Department of Fair Employment and Housing, which administers the California state laws that prohibit harassment or discrimination in employment, housing, and public accommodations and provide for pregnancy leave and family and personal medical leave. The DFEH also investigates complaints alleging violations of the Ralph Civil Rights Act, which prohibits hate violence.

DOE

Department of Energy

DOL

Department of Labor

DSP

Disabilities Services Program

EDD

Employment Development Department

EEO

Equal employment opportunity (EEO) refers to the improvement of the economic and social conditions of minorities and women by providing equality of opportunity in the workplace. Equal employment opportunity prohibits restrictions, exclusions, discrimination, segregation, and inferior treatment of minorities and women.

EEOC

Equal Employment Opportunity Commission

ENG

Employee Networking Group

EPSCoR

The Experimental Program to Stimulate Competitive Research (EPSCoR) is a merit-based program started by the National Science Foundation (NSF) to broaden the geographical distribution of federal funding of academic research and development. Eighteen states and Puerto Rico participate in EPSCoR, which supports science and technology research and infrastructure development projects that help make the states more competitive. The success of the NSF program has led to EPSCoR programs in six other federal agencies (DoD, DOE, EPA, NASA, NIH, and USDA).

Equal Pay Act

This law forbids employers from paying different wages to men and women who are performing equal work. Generally, the work of two employees is considered equal when both jobs require equal skill, effort, and responsibility and are performed under similar working conditions.

EVE

Exemplary Volunteer Effort (EVE) is the name of an award given annually by the U.S. Department of Labor Employment Standards Administration in the Office of Federal Contract Compliance Programs (OFCCP) to contractors who have demonstrated exemplary volunteer effort in the recruitment and training of women and minorities.

Executive Order 11246

This executive order prohibits federal contractors and subcontractors from discriminating against employees on the basis of race, sex, religion, color, or national origin. It requires contractors to implement affirmative action plans to increase minority and female participation in the workplace.

EYH

Expanding Your Horizons (EYH) is a career conference for 9th- to 12th-grade young women to interest them in exploring career options in mathematics, science, and technology.

Full Utilization

This is the target population based on the availability times of the actual population in that job group. The demographics of the target population reflect what our workforce would look like if we had been hiring randomly, based on the job-pool availability of qualified women and minorities for each job class.

Goals

Goals have been set in the past years by each hiring unit that (1) has a “need” in the particular job group and (2) is hiring in that group. This year, we will begin implementation of goals for the whole Laboratory that will then be divided among the directorates according to their primary job groups and projected hiring patterns for the year. Goals are set “year by year” against needs. Good-faith efforts to meet the goals need to be documented for the AAP.

GOCO

Government-Owned, Contractor-Operated

Good-Faith Efforts

A contractor’s efforts to make all aspects of its affirmative action program work. The basic components of good-faith efforts are (1) outreach and recruitment measures to broaden candidate pools from which selection decisions are made to include minorities and women and (2) systematic efforts to ensure that selections thereafter are made without regard to race, sex, or other prohibited factors.

HBCUs

Historically Black Colleges and Universities (HBCUs) are postsecondary academic institutions founded before 1964 whose educational missions have historically been the education of Black Americans. HBCUs are located primarily in the southeastern United States. There are now about 120 HBCUs in existence—a mix of community and junior colleges, four-year colleges and universities, and public and private institutions.

HENAAC

The Hispanic Engineer National Achievement Awards Corporation (HENAAC) brings together students and professionals from academic, corporate, and government sectors to seek out, recognize, honor, and document Hispanic excellence in science and technology nationwide.

Hispanic

This refers to a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This does not include persons of Portuguese descent or persons from Central or South America who are not of Spanish origin or culture.

IEEE

Institute of Electrical and Electronics Engineers, Inc.

IHS

Indian Health Service (IHS) is an agency within the U.S. Department of Health and Human Services that is responsible for providing federal health services to American Indians and Alaska Natives.

Immigration Reform and Control Act of 1986 (IRCA)

This act requires employers to maintain certain records pertaining to the citizenship status of new employees.

Individual with a Handicap(s)/Disability

Any person who (a) has a physical or mental impairment that substantially limits one or more of such person's major life activities, (b) has a record of such an impairment, or (c) is regarded as having such an impairment.

ITST

Internships in Terascale Simulation Technology (ITST) are sponsored by LLNL with the purpose of preparing advanced undergraduate and graduate students for employment as computational scientists through hands-on experience, mentoring, and specialized instruction.

Job Group

A job or a group of jobs having similar content, wage rates, and opportunities, as specified in 41 CFR §60-2.11(b). The job group is the basic unit for successive affirmative action program analysis, availability, and goal establishment. The foundation on which job groups are built are "EEO-1" Job Categories. LLNL has the following eight job categories: Managers and Supervisors, Professionals, Technicians, Office and Clerical, Craftspeople, Operators, Gardeners, and Servicepeople. The Laboratory has aggregated its job categories into 48 groups of jobs that have similar responsibilities and skills, similar wage and salary structures, and similar feeder jobs.

LEAP

Leadership Education for Asian Pacifics, Inc. (LEAP) is a national nonprofit organization founded in 1982 to achieve full participation and equality for Asian Pacific Americans.

LGBTA

The Lesbian, Gay, Bisexual, and Transgender Association (LGBTA) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through cultural awareness and development.

LLAFVA

The LLNL Armed Forces Veterans Association (LLAFVA) is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through awareness and targeted outreach, recruitment, and development.

LLLWA

The LLNL Women's Association is one of several employee networking groups supported by LLNL to assist the institution in its diversity efforts through awareness and targeted outreach, recruitment, and development.

LSAMP

The Louis Stokes Alliances for Minority Participation (LSAMP) Program, funded by the National Science Foundation, is designed to develop the comprehensive strategies necessary to strengthen the preparation and increase the number of minority students who successfully complete baccalaureates in science, mathematics, engineering, and technology (SMET) fields.

LUCa

La Unión Chicana por Aztlán (LUCa) provides both cultural and academic support to MIT students who identify in any way with Mexican-American culture.

LULAC

The League of United Latin American Citizens (LULAC) is a nonprofit organization which works to advance the economic condition, educational attainment, political influence, health, and civil rights of the Hispanic population in the United States.

MAES

The Society of Mexican American Engineers and Scientists (MAES) was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields.

MESA

California Mathematics, Engineering, Science Achievement (MESA) is one of the country's oldest and best-known programs that assists educationally disadvantaged students to become highly trained technological professionals. MESA is managed by the University of California.

Minorities

This refers to men and women of those minority groups (Black, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native) for whom EEO-1 reporting is required. The term may refer to these groups in the aggregate or to an individual group.

MOA

Memorandum of Agreement

MOU

Memorandum of Understanding

MRS

Materials Research Society

NACME

The National Action Council for Minorities in Engineering (NACME) provides both leadership and support for the national effort to increase the representation of successful African American, American Indian, and Latino men and women in engineering and technology and in mathematics- and science-based careers.

NAMEPA

The National Association of Minority Engineering Program Administrators, Inc. (NAMEPA) is a national network of educators and representatives from industry, government, and nonprofit organizations who share a commitment to the continued improvement of the recruitment, retention, and graduation of African-Americans, Latinos, and American Indians in engineering and related fields.

NASA

National Aeronautics and Space Administration

National Origin

This term refers to the country (including countries that no longer exist) of one's birth or of one's ancestor's birth. "National origin" and "ethnicity" often are used interchangeably, although "ethnic group" can refer to religion or color, as well as the country of one's ancestry.

NAU

Northern Arizona University

NCAI

The National Congress of American Indians (NCAI) is the oldest, largest, and most representative national Indian organization serving the needs of a broad membership of American Indian and Alaska Native governments. NCAI founding members stressed the need for unity and cooperation among tribal governments and people for the security and protection of treaty and sovereign rights.

NCC

Navajo Community College (NCC) was established in 1968 as the first tribally controlled college in the United States. NCC has since been renamed Diné College.

NCCBPE

The Northern California Council of Black Professional Engineers (NCCBPE) is a professional support network that helps motivate and assist minority youth to pursue and excel in engineering and science careers.

NELI

National Employment Law Institute

NIEA

The National Indian Education Association (NIEA) supports traditional Native American cultures and values to enable Native American learners to become contributing members of their communities; to promote Native American control of educational institutions; and to improve educational opportunities and resources for American Indians, Alaskan Natives, and Native Hawaiians throughout the United States.

NILG

The National Industry Liaison Group (NILG) is an organization of federal contractors formed voluntarily to create a unique partnership of public and private sector cooperation to deal proactively with important social issues and reach mutual goals by strengthening their relationship with the OFCCP through open communication.

NOBCCChE

The National Organization for the Professional Advancement of Black Chemists & Chemical Engineers (NOBCCChE) is a nonprofit professional society dedicated to the professional advancement of Black chemists and chemical engineers.

NPSC

The National Physical Science Consortium (NPSC) is an organization of leading universities, corporations, and national laboratories that provides scholarly and career paths for U.S. citizens, with a special emphasis on underrepresented minorities and women in the physical sciences and related engineering fields.

NSBE

The National Society of Black Engineers (NSBE) is a national student and professional organization whose mission is to increase the number of culturally responsible Black engineers and scientists who succeed academically and professionally and who impact the community positively.

NSBP

The National Society of Black Physicists (NSBP) is devoted to the African-American physics community, promoting the professional well-being of African-American physicists within the scientific community and within society at large. The organization seeks to develop and support efforts to increase opportunities for and numbers of African Americans in physics.

NSF

National Science Foundation

NSIE

Network Security Information Exchange

NSTC

National Science and Technology Council

OFCCP

The Office of Federal Contract Compliance Programs (OFCCP) of the U.S. Department of Labor is responsible for enforcing Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; 38 USC 4212—The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); the Immigration Reform and Control Act of 1986 (IRCA); and Title I of the Americans with Disabilities Act of 1990 (ADA).

Organizational Display

The Organizational Display shows the relationship of each organizational unit to every other organizational unit within LLNL. The organizational units presented in the Organizational Display have been taken down to the lowest level of supervision in this organization.

Organizational Unit

This is a general term used to describe the level of the organization at which LLNL reports data. Accordingly, an organizational unit may be called a directorate, department, division, or group.

OSHA

Occupational Safety and Health Administration

PRT

Professional Research and Teaching (PR&T) Leave

Qualified Applicants

Qualified applicants are people who (1) have shown an interest in applying for a posted job and/or (2) are minimally qualified for that position. Before the Resumix resume database, “shown an interest” was defined as anyone who filled out an application for a particular position; “minimally qualified” was determined by the person doing the hiring, generally by how closely the applicant’s degree, discipline, training and education, years in a field, and other related job experience matched the job-posting description. With Resumix online, “shown an interest” is anyone who submits a resume to the system for any open positions, and “minimally qualified” refers to all candidates’ resumes that the Resumix artificial intelligence brings up to match an open job requisition.

Recently Separated Veteran

Any veteran during the one-year period beginning on the date of such veteran’s discharge or release from active duty.

SACNAS

The Society for Advancement of Chicanos and Native Americans in Science (SACNAS) encourages Chicano/Latino and Native American students to pursue graduate education and obtain the advanced degrees necessary for research careers and science-teaching professions at all levels.

SBA

Small Business Administration

SEA

The Science and Engineering Alliance (SEA) is a nonprofit consortia of state-supported historically Black colleges, universities, and LLNL. Its purpose is to help ensure an adequate supply of top-quality minority scientists, while meeting the research and development needs of the public and private sectors.

Section 503 of the Rehabilitation Action of 1973, amended

This act prohibits discrimination and requires affirmative action in all personnel practices for qualified individuals with disabilities. It applies to all firms that have a nonexempt government contract or subcontract in excess of \$10,000. An affirmative action program is required.

SERS

The Science and Education Research Semester (SERS), which was renamed the Undergraduate Research Semester (URS) program, is an LLNL-sponsored program that provides a challenging off-campus research opportunity for upper-division university undergraduate students in science, mathematics, and engineering.

SHPE

The Society of Hispanic Professional Engineers (SHPE) promotes the development of Hispanics in engineering, science, and other technical professions to achieve educational excellence, economic opportunity, and social equity.

SIPI

Southwestern Indian Polytechnic Institute (SIPI) is a national Indian community college and land grant institution.

SMET

Science, math, engineering, and technology

Special Disabled Veteran

A special disabled veteran is one who (a) is entitled to compensation under the laws administered by the Department of Veterans Affairs or (b) was discharged or released from active duty because of a service-connected disability.

SPIE

The International Society for Optical Engineering (SPIE) is the premier provider of education, information, and resources covering optics, photonics, and their applications.

SWE

The Society of Women Engineers (SWE) is a nonprofit educational service organization dedicated to making known the need for women engineers and encouraging young women to consider an engineering education.

Title I of the Americans with Disabilities Act of 1990

When this new legislation became effective, most qualified individuals with disabilities attained protection against employment discrimination through two federal nondiscrimination statutes—the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA).

Title VII

Refers to the Civil Rights Act of 1964, which prohibits employers, employment agencies, and labor organizations from discriminating on the basis of race, color, religion, sex, or national origin.

UC

University of California

UCAAC

University of California Affirmative Action Coordinators

UCB

University of California at Berkeley

UCBAC

The University of California Black Administrators Council (UCBAC) is an organization of Black managers, administrators, faculty, and other staff members from the UC system who work to assist in developing, implementing, and achieving UC's diversity goals.

UCD

University of California at Davis

UCLA

University of California at Los Angeles

UCOP

University of California Office of the President

UCSF

University of California at San Francisco

UFAS

Uniform Federal Accessibility Standards

Underutilization

Underutilization is the target population minus the actual job group population. This is a theoretical number of people from the job pool that need to be hired to be fully utilized.

Underutilization needs are not goals or measures of good-faith efforts but instead provide guidance on what needs to be achieved in hiring for a diverse workforce. Underutilization needs also provide a way to focus and set priorities in the areas with the greatest needs.

UOP

University of the Pacific

URS

The Undergraduate Research Semester (URS) program (formerly known as the Science and Education Research Semester) is an LLNL-sponsored program that provides a challenging off-campus research opportunity for upper-division university undergraduate students in science, mathematics, and engineering.

USF

University of San Francisco

Veteran of the Vietnam Era

This term refers to any person who (1) served on active duty for a period of more than 180 days, and was discharged or released therefrom with other than dishonorable discharge, if any part of such active duty occurred: (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases; or (2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed: (i) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (ii) between August 5, 1964, and May 7, 1975, in all other cases.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)

This prohibits discrimination and requires affirmative action in all personnel practices for special disabled veterans, Vietnam-era veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

WEPAN

The Women in Engineering Programs & Advocates Network (WEPAN) is a national nonprofit educational organization whose mission is to be a catalyst for change that enhances the success of women in the engineering professions.

White

An individual, not of Hispanic origin, with origins in any of the original peoples of Europe, North Africa, or the Middle East.

WISE

Women in Science and Engineering (WISE) is a seminar series organized to highlight the achievements of women scientists and engineers at LLNL.

WITI

Women in Technology, International (WITI) was founded in 1989 and is the premier association dedicated to advancing women in technology.

Workforce Analysis

A workforce analysis is a listing of each job title as the title appears in applicable collective bargaining agreements or payroll records ranked from the lowest paid to the highest paid within each department. For each job title, the following information must be given: (a) the total number of male and female employees who are Black, Hispanic, American Indian, and Asian and (b) the wage rate or salary range.

